

Edition V

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LINK

Perspective

Sept-Dec 2003

Career Magazine for the Navy Professional



Mission First ...
Sailors Always

Inside

Personnel News 4

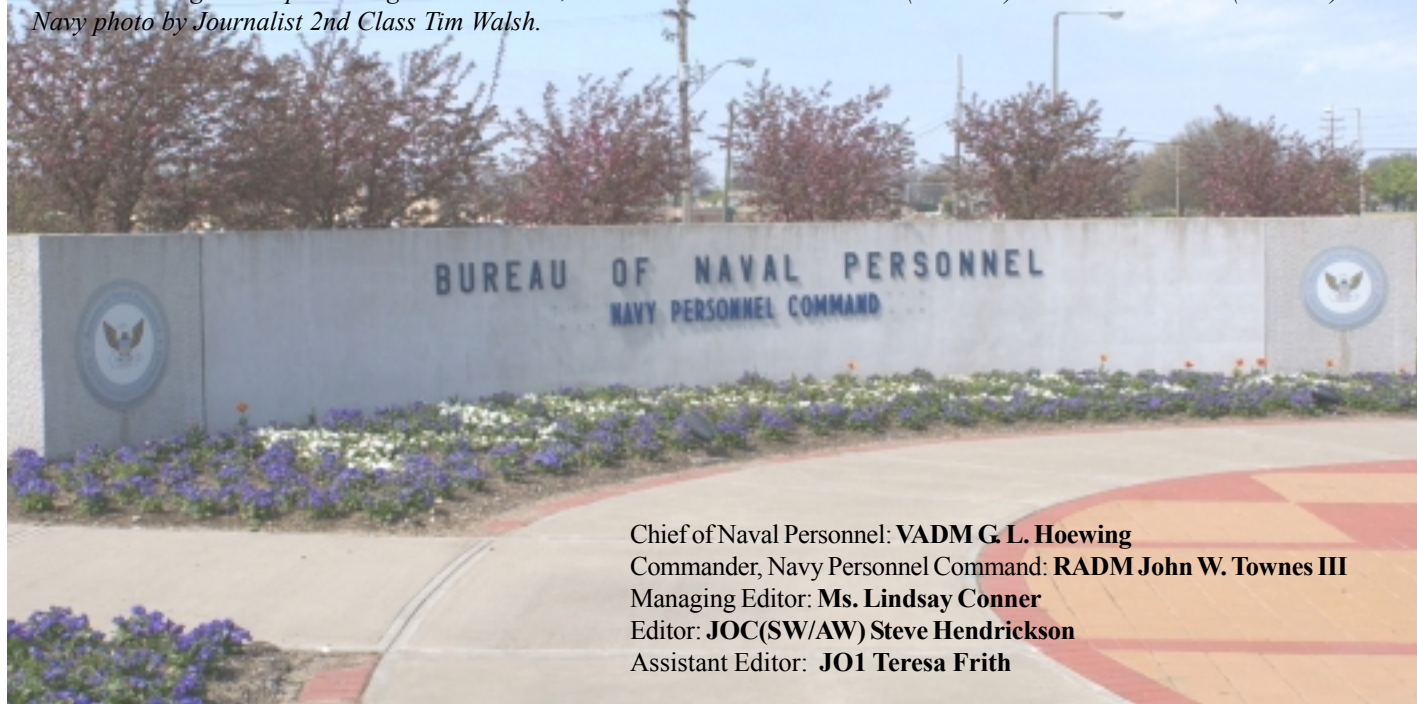
Enlisted Detailing 15

Officer Detailing 45

Art Credit :

(Cover) Atlantic Ocean — Capt. Bill Goodwin, Commanding Officer of USS Ronald Reagan (CVN 76), along with Sailor of the Day recipient Aviation Ordnanceman Airman Kenneth Rice, enjoy the view from the Captain's chair on the Navigation Bridge during flight operations. Reagan is currently conducting Flight Deck Certifications off the coast of Virginia. U.S. Navy photo by Photographer's Mate 3rd Class Rusty Black.

(Back Page) Naval Station Pearl Harbor, Hawaii — Sailors from Afloat Training Group Middle Pacific lift up a Castle High School Junior Reserve Officer Training Corps (JROTC) Leadership School cadet during damage control training. More than 50 cadets from across the country took part in the week-long leadership school that included various Marine Corps and Navy activities. Along with experiencing the wet trainer, the cadets toured USS O'Kane (DDG 77) and USS Columbia (SSN 771). U.S. Navy photo by Journalist 2nd Class Tim Walsh.



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Link/Perspective (NAVPERS 15892) is the career bulletin of the Navy professional. Its mission is to provide all Navy personnel information regarding key policy changes, reassignment trends, and emerging developments within their areas of expertise to enhance their professional development. *Link/Perspective* is approved for official dissemination of professional information of interest to the Department of Defense and to appropriate professionally related communities. This information does not necessarily reflect the official Navy position and does not supersede information in other official Navy publications. Unless otherwise noted, articles in *Link/Perspective* may be reprinted and disseminated without permission. Please give appropriate credit.

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The *Link/Perspective* office is located in Room A107, Jamie Whitten Bldg. 791, Millington, TN.

The First Word...

COMMANDER, NAVY PERSONNEL COMMAND

Shipmates,

It is an honor to be one of the newest members of the Navy Personnel Command team. In my meetings with the leadership and workforce here, I have been impressed with the high level of professionalism and knowledge they all exhibit. I have also been impressed by the deep level of dedication each person shows for the welfare of each of you in the Fleet, and your families. Most of them have stood watch where you now stand, and can identify with your challenges and needs.

I consider it a privilege to be working together with them on your behalf. I pledge to you my personal best in all our efforts as we work to serve the interests of our Nation, our Navy and our fellow Sailors and their families at home and abroad.

In support of Sea Power 21, the Navy's vision of future combat, we have initiated Sea Warrior, a program that will enable us to develop each Sailor to their fullest potential, and assign them most effectively within the Fleet. We are already beginning to pilot some of the Sea Warrior functions in the AG rating, and you'll see more pilots with other ratings soon. We are confident that Sea Warrior will open new doors to many of you—doors to new careers, improved training, and more fulfilling assignments. I ask that as information becomes more available, all Navy leaders spend some time getting smart about these new programs and policies. Your support is key to helping us "get the word out" and will have a direct impact in shaping our future Sailors and Navy.

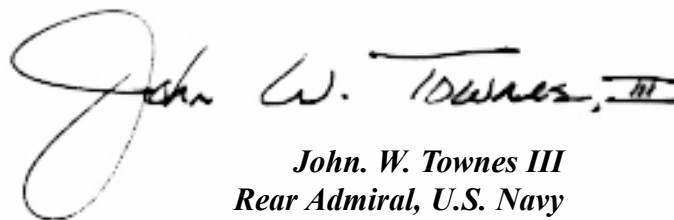
In addition to Sea Warrior, NPC has some important, more tactical, initiatives that will help each of us simplify and improve our professional lives. For example, as of September 9, service records requested by the member will no longer be sent out on microfiche, but will be provided on a CD. This will allow a number of new innovations not possible with microfiche. An article on page eight discusses the advan-



tages of this change, as well as the procedure for ordering your service record on CD.

The second change is LINK/Perspective itself. This is one of the last copies that will appear via the printed page. In FY04, LINK/Perspective will transition to an exclusively on-line edition, featuring weekly updates, links to more information, interactive sessions with career managers and more. You will get the important career information you need "on demand." No more waiting for a new edition to come out, or hunting one down in the crew's lounge. You will be able to access LINK/Perspective from work or home, anytime.

We hope to implement more changes and improvements in the months ahead to better serve you, our customers in the Fleet.


John W. Townes III
Rear Admiral, U.S. Navy

Personnel News

LINK - Perspective to Transition to Web-only by FY-05

by JO1 Teresa J. Frith, NPC Strategic Communications Office

In this age of cell phones, wireless Internet and email access, we are moving ever closer to a paperless society. Today's consumer expects instantaneous answers to questions and up-to-the-minute solutions to problems. In keeping with this trend, the *Link-Perspective* magazine is preparing to transition from both a hard copy version and a web-version, to a web-only and more user-friendly publication by FY-05.

Link-Perspective is the career bulletin of the Navy. It provides critical information worldwide to both officers and enlisted personnel. It's mission is to provide immediate access to policy changes, reassignment trends, emerging developments in each Sailor's career field, news and features from both officer and enlisted detailers, and up to the moment information in any and all areas that will impact a Sailor's career.

Currently, *Link-Perspective* is sent out quarterly to over 70,000 subscribers at a rate of one issue for every five people at each command. It takes between one and two months for the final product to get from the printer's presses into the Sailor's hands, which means at least some of the information is outdated by the time it is read. Converting *Link-Perspective* to web-only solves this dilemma and makes it possible to get critical career information into the Sailor's hands instantaneously with the click of a computer mouse.

Online production not only gets the information to the reader faster, it allows the reader to interact through direct feedback

to the subject matter experts who provided the information. The online magazine will offer several benefits, including interactive links from articles to more detailed information on a given topic, a means to access a Sailor's records and correspond with their detailers and links to other military websites. It will also offer weekly features from detailers and career counselors, updates on major Navy policies such as Sea Warrior and Perform to Serve and alert Sailors to any urgent topics that are new or upcoming that will impact their careers.

All information would be uploaded as policies and procedures change, allowing the Sailor immediate access to current career-enhancing information. The move will also save the Navy almost a quarter of a million dollars in printing costs.

The magazine's online format will also be modified to allow faster downloading and viewing on slower systems.

The exact date and issue of the first web-only edition will be announced in the next issue of the magazine.

Hawaii Reduces Pet Quarantine Program for Qualified Animals

by Journalist 2nd Class (SW) Alyssa Batarla, Pacific Fleet Public Affairs

PEARL HARBOR, Hawaii (NNS) — Beginning June 30, the state of Hawaii will no longer require servicemembers transferring here to send their dogs and cats to 30-day or 120-day quarantines. Under new administrative rules signed by Gov. Linda Lingle, with the completion of pre-arrival requirements and paperwork, pet owners arriving in Hawaii will be required to quarantine their animals for five days or less.

"The governor and the chairperson (of the Department of Agriculture) feel the program offers pet owners more flexibility," said Diane Ley, deputy to the chairperson of the Board of Agriculture, "and lessens the burden of quarantine both financially and emotionally."

Enacted in 1912, the 120-day quarantine program was designed to protect Hawaii, the nation's only rabies-free state, from the introduction and spread of rabies. The program was modified in 1997 to include an alternate 30-day quarantine program for pet owners who met certain criteria. Both programs will still be in effect for pets that do not meet the new requirements, which include:

- Two rabies vaccinations in the pet's lifetime. The vaccinations must have been administered 90 days apart, with the last shot given no less than 90 days and no more than 12 months prior to arrival in Hawaii for a one-year rabies vaccine. For a three-year rabies vaccine, the last shot must have been given no less than 90 days and no more than 18 months prior to arrival.
- Electronic microchip identification.
- A successful OIE-FAVN rabies blood test no more than 18 months and no less than 120 days prior to arrival in Hawaii, with a result greater or equal to .50 I.U./ml.
- A 120-day waiting period between the date of the successful OIE-FAVN test and arrival in Hawaii. Pets that arrive before the 120 days are complete will be disqualified from the five-day-or-less quarantine program.
- Submission of required paperwork.

"I am very pleased that we were able to devise a system that allows pets to enter the state without quarantine, and still provide the islands with a high level of protection from the introduction of rabies," Lingle said in a press release. "I have heard from many responsible pet owners who realize the importance of keeping Hawaii rabies free, and they are excited about the new rules."

Under the new rules, pets arriving from Guam are exempt from quarantine, joining animals arriving from Australia, New Zealand and Great Britain, who currently

benefit from a quarantine-free status. Individuals traveling with their pets from Hawaii will also be exempt from placing their pet in quarantine upon return, provided certain requirements are met before leaving Hawaii.

In conjunction with the reduction in quarantine time, a significant reduction in quarantine costs benefits individuals whose animals qualify for the five-day-or-less program. While the 30-day quarantine and the 120-day quarantine costs remain at \$655 and \$1,080, the fees for the five-days-or-less quarantine program are from \$165 to \$224, depending on the length of the quarantine.

Through reimbursement, servicemembers can also reduce the cost of their pets' quarantine, or if eligible for the five-day-or-less program, get a complete refund. According to Personnel Support Activity Detachment, Pearl Harbor, Personnelman 2nd Class Jessica Clark, the Navy will reimburse up to \$550 per family for animal quarantines in Hawaii. Servicemembers should bring their receipts from the Animal Quarantine Station when filling out their travel claim.

According to Ley, pets currently in quarantine may qualify for early release under the five-day-or-less program. "If a pet passed the OIE-FAVN blood test and 120 days or more have lapsed," said Ley, "and the records indicated that, then we encourage individuals to call the Animal Quarantine Station, and verify whether or not their pets can be released. We will be sending out a letter to those pet owners who are identified next week."

For more information on Hawaii's animal quarantine laws, please visit www.hawaiiag.org/hdoa.

Command guidance essential to maximizing Sailor career opportunities

Active command involvement in Retention and Career Development Programs is the single most critical element for the Navy to meet its goals of optimizing manpower resources while fulfilling the personal and professional growth goals of those who serve.

The imbalance in rate manning levels weakens career opportunities for those who serve while lessening the mission readiness of the Fleet. All Sailors who serve and perform to standards deserve the guidance and opportunities necessary to build a rewarding career that will meet their personal and professional goals.

Commands that make career development a priority garner the best results or improved retention, decreased attrition and improved Sailor satisfaction. Key elements to successful Command Retention and Career Development programs are:

Support of the Command Leadership COs, XO's and CMCs play a vital part in the success of Command Retention Programs. Through their direct involvement, taking care of Sailors becomes an integral part of the command's planning and scheduling by ensuring that time is set aside for caring for the professional and personal needs of their Sailors.

Support of the Deck Plate leadership All khaki leaders offer career guidance and play an integral part in the professional development of their Sailors, and therefore are members of the Command

Retention Team. Department heads, division officers, and chief petty officers should be well versed in various personnel programs and policies and be capable of providing deck plate counsel to their Sailors – or at the minimum, direct them to someone who can.

Career Development Boards The early assessment of each Sailor's professional and personal goals is critical in the development of a personalized career plan that will meet the needs of the Navy and the desires of the Sailor. Career Development Boards (CDB) are essential to developing this foundation and establishing a road map to success. Each Sailor, regardless of pay grade, should have an initial CDB upon checking aboard each new command, with periodic follow-ups during identified career milestones. *OPNAVINST 1040.11* (Retention Instruction) provides the guidance for career development boards and should be used as a foundation for establishing a CDB plan.

Mentoring Programs Every successful leader received inspiration or motivation from someone that had similar goals or achievements. The use of mentors to develop young Sailors helps to improve the mission readiness of the Navy through the continued sharing of knowledge and experiences. Commands should institute a Mentoring program that affords each Sailor the opportunity to have a guide. Commands can find more information and guidance on mentorship by visiting the Naval Personnel Command's Training and Education Division (PERS-015) at web.persnet.navy.mil/pers015/ or by logging on to Navy Knowledge Online (NKO) at www.nko.navy.mil. Click on the Leadership tab for information on Navy Mentoring.

Career Guidance for Non-Designated Personnel Non-designated Sailors should choose a career path and seek the opportunity to receive training within the first 18 to 24 months of service. The Stay Navy web site Rating Research Aid is an excellent tool to use to determine rating eligibilities. This tool will identify if a Sailor will need to retake the ASVAB test to qualify for the specified rating. This tool also provides general information on each rating such as advancement trends, job description, career path, CREO, and much more.

If a Sailor needs to retake the ASVAB test, completion of a Functional Skills Course may be required in order to qualify them to participate in the exam. Local Navy College offices can assess the Sailor's baseline and make recommendations for improvement. Sailors can also log on to the Navy's E-Learning site at www.navyelearning.navy.mil to customize a training plan using available online courses designed to meet their specific needs.

Personnel in CREO 3 ratings Sailors in CREO 3 ratings should evaluate their priorities. What is most important - the current job a sailor has, or the ability to develop a long-term career?

While this is a difficult question to answer, it is critical to determining a Sailor's career opportunities. Junior pay grade personnel (E-4 and below) should carefully consider their options and consider retraining for a new position if they desire to stay in the Navy.

Although there are some opportunities for in-rate reenlistments, there are more opportunities in certain ratings for those who are willing to convert. Consult your Command Career Counselor for detailed information on Perform to Serve (PTS) and the conversion process.

The continued success of the Navy will depend on our availability to capitalize on the strengths of our workforce and effectively manage our assets while meeting Fleet distribution needs. For further information, contact the Center for Career Development at 1-866-U-ASK-NPC (1-888-827-5672) or visit www.StayNAVY.navy.mil.

Sailors answer the MWR star service call

by Robin Hillyer Miles Navy MWR Communications Group

MILLINGTON, Tenn. — *Is MWR customer service where it should be?* According to Navy Morale, Welfare, and Recreation's (MWR) top Sailor, CAPT Kevin McNamara, "We've made great progress in the pursuit of this goal, and we're dedicated to continuing to raise the bar to the highest elevation possible."

One of our top MWR goals is to exceed customer expectations in regard to service."

As part of its commitment to "Star Service" excellence, Navy MWR is proactively reaching out to its customers through face-to-face interviews and phone calls to determine if programs and services are meeting Sailors' needs and expectations.

"We interview customers as they are about to depart one of our facilities," said Amy Cimino, MWR service excellence co-

ordinator for Navy Region Southeast. "This way the experience is fresh in their minds," she added.

"We ask our customers to fill out a card that gives us permission to call them at home," said Mike Penn, Naval Support Activity Mid-South MWR golf professional.

"During the interview, a Navy MWR professional asks permission to call the customer back in a few weeks to see if they are satisfied with improvements that may have been made. Customers are also asked for additional feedback," he said.

"I completed a School-Age Care survey recently. It was a simple form and I really feel like I contributed to the overall program by participating," said Hospital Corpsman 1st Class Brian Blount of Branch Medical Clinic, NSA Mid-South.

"My daughter has enjoyed the activities at the Youth Center for over a year now and we want her to have the best experience possible. I think I helped by giving feedback to the facility manager," he added.

The "Star Service" methodologies of reaching customers and receiving feedback are taking place at Navy MWR programs in Navy Region Japan, Navy Region Southeast, Navy Region Southwest, Naval Station Great Lakes and Naval Support Activity Mid-South.

Local Navy MWR professionals have the lead on "Star Service" and can give you information on how to participate.

When you have an opportunity to participate and improve the customer experience, MWR hopes you will answer the call.

The Center (FFSC): Your information station

MILLINGTON, Tenn. — Where do I register my car? What school should my children attend? Are there any churches in this community? Where should my spouse seek employment?

Do any of these questions sound familiar? If so, you should check out the Fleet and Family Support Center's Information & Referral (I&R) Program.

"I&R is the Navy's official search engine," said John Longworth, I&R Program Manager. "We are the middleman for information. Sailors and their families no longer have to hunt down information because we do it for them."

Whether you've just relocated or want to find more information about your community, I&R is prepared to provide comprehensive information about programs, services, volunteer opportunities and resources that are available to you, in both the military and civilian communities.

"With the complex maze of services offered to Sailors and their families, sometimes you need help navigating the system," Longworth said. "That's why this program was established."

Research shows that for every minute you spend with I&R, it would take you an average of six minutes to track down the same information. So 10 minutes with I&R could save an hour of your own time mak-

ing calls, doing research and running around from place to place.

I&R staff are well-equipped to answer your questions and, if needed, refer you to resources in the community. The I&R program helps Sailors and their family members find out what is offered and how to access the services they want or need.

I&R is one of the core services of the FFSC. The program provides the following information and more for military communities inside and outside of the continental United States.

- Schools and educational services
- Social services
- Child care
- Temporary and permanent housing
- Emergency services
- Health and medical services
- Volunteer opportunities
- Youth services
- Recreation

By calling or visiting The Center with your questions, you'll save a lot of time trying to track down information yourself. The I&R staff members have answers to the most commonly asked questions right at their desks. I&R will respond to your questions in one of three ways:

- 1) Provide you with the answer.
- 2) Refer you to a resource in the



community.

3) Research to find out the answer to your question.

"With the help of I&R, Sailors are more effective in the workplace and their families' stress levels are reduced," Longworth said. "The program reinforces the Navy's commitment of taking care of our own."

The FFSC provides operational, mobility and counseling support to service members and their families, helping them adapt to Navy life. FFSC services are a benefit free to all service members, single or married, including activated Reservists, retirees and Department of Defense civilians in overseas locations.

There are 55 FFSCs and 67 delivery sites worldwide. For more information on the FFSC and programs like I&R, or to locate the nearest Center, visit FFSC on the Web at www.persnet.navy.mil/pers66. Or call The Center's 24-hour information and referral hotline at (800) FSC-LINE.

New Defense Travel System improves service to customers

by JO1 Teresa J. Frith NPC Strategic Communications Office

In the past, arranging to go on temporary duty meant a long drawn out process involving several offices that did everything from approving the orders to processing the travel claim at the end. With the implementation of the new Defense Travel System (DTS), these frustrations are coming to an end.

DTS is a paperless computer software system that will give government travelers access to airline schedules, rental cars, hotels and per diem information right from the computers at their work stations. It is expected to not only make the process faster, but easier and more cost efficient as well by providing better service to customers, better use of government resources and more focus on mission requirements.

The program has been tested at several pilot locations since 2001 with excellent reviews and is up and running at over 23 Department of Defense locations in South Dakota, South Carolina, Virginia, North Dakota, Michigan, Florida, Oklahoma, Nevada, New Mexico and Texas. Over the next few years, it is expected to be available Department of Defense wide.

For example, tests show that reimbursements are almost twice as fast under the DTS system, paying off claims in 5.8 days versus 11.3 days. It also involves fewer process steps, shortening it from 40 to 21 and brings the time to complete all these steps down from over four hours, to less than two hours.

DTS is a fully web-enabled application that allows users to access all DTS functions via a web browser. First-time users of the system must do three things before they can start using the system: First, they must install Dbsign, a security software used in the DTS system for user login and document signing. Second, they must obtain a DTS account from their local DTS administrator, and third, they must obtain a PKI certificate. A PKI certificate can be either a "hard" certificate such as a Common Access Card (CAC) or a "soft" certificate such as a key file. Local authority determines the type of certificate, with NMCI using only CAC.

After these are completed, a traveler will merely log on to the DTS website at www.defensetravel.osd.mil, log in to the DTS server and start the process. The site will protect the user's personal information through SSL encryption, which is the type used on most web sites for security for doing things such as buying items, accessing on-line banking, etc.

After logging on, the first step is to create or open a travel authorization. Special pull-down menus help the traveler select the purpose and type of travel. The user then puts in the beginning and ending dates and the airports they will travel to and from. The program automatically finds flights that are within two hours be-

fore or after the desired departure and arrival times.

The user can also add in rental vehicles, lodging needs and other expenses such as fuel costs or mileage from home to the



airport. Throughout this process, DTS adds up the cost of each element. It will then identify the line of accounting and make sure that funds are available for the mission.

After all the info is submitted, the traveler puts on an electric signature stamp and DTS checks over the information for any errors. These in turn show the user whether or not his selections are authorized, and provides space for any justifications needed if something is disapproved.

DTS doesn't actually make the reservations for flights, lodging or rentals, but instead sends the info to the appropriate travel office for processing. When the person returns from his trip, he then uses DTS to enter the information for his travel claim and DTS calculates the amount to be paid to both the government travel card and the traveler.

For more information on DTS and when it will become effective in your area, go to their web site at www.dtic.mil/travelink or contact your local travel office.



Submit Address Changes On-line at
www.persnet.navy.mil/periodicals/link-perspective/Link-Perspective.htm

NPC replaces microfiche record with user-friendly compact disk

All Active and Reserve USN/USNR copies of the Official Military Personnel File (OMPF) in the Electronic Military Personnel Records System (EMPRS) are now provided provided on Compact Disk (CD) instead of microfiche..

New CD features include:

- Auto load feature from any PC with MicroSoft Windows 95 or higher
- Document list for easy navigating through CD
- Procedures guide for record correction process
- Hyper-links to frequently asked questions and other resources
- Documents secured by an "Official Record Copy" watermark
- Print copies from your Personal Computer if desired

1. Ordering procedures for requesting your CD are the same as requesting your microfiche. The CD can be requested via Mail, FAX, or if you are visiting NPC, Millington, Tennessee Record Review Room at Wood Hall, Bldg # 769 by Walk-in to User Services and on BUPERS Access where your CD will be sent to your official command address.

If you would like to have your CD sent to other than your command address, mail your written request to:

Navy Personnel Command, PERS-313C REC, 5720 Integrity Drive, Millington TN 38055-3130 or fax it to: (901) 874-2664 or DSN: 882-2664.

2. CD's may be requested for individual service members. Additionally, multi-member requests may be made when deployed/disconnected commands desire the records for members within their command.

The records may be placed on unique CD's by member or multiple members on a single CD, depending on intended use.

3. When a member requests his/her record, the entire record is available for viewing on the CD.

When a command authority makes a request for multiple member records, record documents will be provided in accordance with current policy (for example, fitness reports will be excluded from an officer's record).

4. The documents on the CD are secured by an "Official Record Copy" watermark and may be printed if desired.

5. The CD also contains links to frequently asked questions and other resources. For example, if a service member identifies an issue with their record, the procedures for correction are outlined.

6. A request management system will assist NPC throughout the fulfillment process to ensure requests are fulfilled in a timely manner.

Contact point for specific additional information is paul.wilder@navy.mil.

1-866-U-ASK-NPC becomes Fleet's single access point to Navy Personnel Command

by Journalist 2nd Class Laura Goulding, Navy Personnel Command Center for Career Development

Sailors now have just one toll free phone number to remember for getting information on personnel issues, such as advancement, pay and benefits, status of orders and Perform to Serve.

Navy Personnel Command has consolidated approximately 30 independent toll-free numbers to connect to 1-866-U-ASK-NPC and the Web-based Customer Service Center (CSC) at www.staynavy.navy.mil, thus enhancing its service to the fleet by becoming the single contact/access point for all active, Reserve and retired Sailors and their families.

When calls are received on the old numbers, they will be rerouted to the CSC where agents will be prepared to either answer their questions or route them to the subject matter experts. By Sept. 1, the toll-free numbers will be discontinued, and callers will receive a referral message to use the 1-866-U-ASK-NPC (1-866-827-5672/DSN 882-5672).

Since CSC's establishment in May 2002, they have provided personalized customer service to nearly a half million active, Reserve and retired Sailors and their families on a variety of pay, service record and promotion issues.

"By aligning the NPC access point for the fleet to one clearly identifiable toll-free number, 1-866-U-ASK-NPC, we will help thousands of servicemembers and their families, and alleviate confusion as to what number to call at NPC for

a particular personnel/career-related inquiry. The NPC Customer Service Center will do what it takes to ensure inquiries are addressed and answered quickly and comprehensively. This is but one way NPC is focusing on the career information needs and Quality of Life of its customers," stated Capt. Jim Gigliotti, director, Center for Career Development.

**Not sure how to
assist a customer
from the fleet? Refer
them to our Customer
Service Center at
1-866-U-ASK-NPC or
www.staynavy.navy.mil**



Rating Surveys Critical to Success of Sea Warrior

by Chief of Naval Personnel Public Affairs

WASHINGTON (NNS) — Enlisted Sailors in all ratings and pay grades are being encouraged to improve Navy training and future readiness by participating in a unique round of surveys under the Improving the Navy Workforce (INWF) Study.

The INWF study, ongoing since June of last year, is designed to improve training across the spectrum of Navy enlisted classifications and ratings by capturing all the knowledge, skills, abilities and tools Sailors need to do their jobs. The study is a fundamental element of making Sea Warrior effective, and the results will have a dramatic effect on how the Navy trains its Sailors in the future.

“INWF forms the very backbone of our efforts to streamline the development of our people,” said Chief of Naval Personnel Vice Adm. Gerry Hoewing. “If we can get an accurate picture of what is required for each Sailor to do his or her job, then we can get an even better picture of how to train to those skills. It’s all about closing those gaps. The collection of these surveys is a monumental undertaking, but it will be well worth the effort.”

The rating surveys actually comprise phase two of the INWF project. Phase one involved collecting basic information about each rating from specific subject matter experts. This phase now asks

Sailors to validate those findings.

The surveys are available online for many ratings at www.navyskills.net, and the Web site will feature more each week. Sailors in the Cryptologic Technician ratings, Aeorographer’s Mates, Information Systems Technicians, Mess Management Specialists, Aviation Boatswain’s Mates (Fuel and Handling), Storekeepers, Quartermasters and those in several other ratings can take the survey now. Eventually, all ratings will be represented.

Commenting on the project and the vital role Sailors play in completing the surveys, Master Chief Petty Officer of the Navy (SS/AW) Terry Scott said, “It is so important for Sailors to complete this survey, and give us feedback from the deckplates. What we learn from Sailors now will drive occupational standards and training in years to come. This is another example of how Sailors are our most important resource.”

The results of each survey will be incorporated into the Sea Warrior database, which will continue to refine the scope of Sailor skills, so training matches future readiness needs.

“Everyone’s input is crucial,” added Hoewing. “The success of Sea Warrior depends on it.”

To access the surveys, go to www.navyskills.net/surveymodule, click on “Register,” type “2003NAVY” in the company code block, click register and follow the instructions.

When the registration portion is completed, Sailors must save their information and the system will generate a user name and password; this will help Sailors log on in future aspects of Sea Warrior data collection.

For related news, visit the Chief of Naval Personnel Navy NewsStand page at www.news.navy.mil/local/cnp.

Assignment Incentive Pay Program Opens Doors

In an effort to enhance combat readiness, the Navy introduced a new program in June 2003 targeting traditionally “hard-to-fill” billets. Assignment Incentive Pay (AIP) is a personnel distribution tool designed to efficiently distribute Sailors where they are needed most.

A flexible, market-based incentive program, AIP is designed to encourage Sailors to volunteer for difficult-to-fill jobs. For years, the Navy has used many nonmonetary incentives such as sea duty credit, neutral duty credit, points towards promotion, choice of assignment and other means to attract Sailors to the hard-to-fill billets. AIP will replace these nonmonetary incentives.

Through implementation of AIP, the Navy will be able to pay a monthly payment to encourage adequate volunteers for the hard-to-fill jobs. The specific amount of this pay allocated to various locations or billets will be adjusted upward or downward, in response to the supply and demand of qualified volunteers serving in these jobs or locations. AIP uses a market-based approach to match Sailors with billets. Sailors in sea / shore rotation communities will “bid” for a particular assignment (below a Navy established maximum.) In general the qualified lowest bidder will be selected for the job.

Eligibility for AIP will be based on the following criteria:

- USN / USNR active duty enlisted personnel (Reserve SELRES, TAR, IRR and ADSW personnel are not eligible for AIP at this time).
- Be in a sea / shore rotation rate. (Personnel in CONUS/OCONUS rotations; AG, LN, CT (with the exception of CTT) are not eligible.)
- Be qualified for job requested (Rating, Paygrade, NEC, able to meet Take-Up Month – exceptions determined through normal detailing process)
- Sailors on initial assignment are not entitled to AIP. (These include initial assignments from recruit training, “A” or “C” school, or direct procurement.)
- Member must be eligible for assignment in a “for duty” status.

Sailors can identify a particular job opening or availability by searching the Job Advertising and Selection System (JASS) and locating the AIP icon in the listing of jobs available for each rating. Sailors then can submit their applications for AIP billets via JASS. Sailors in sea / shore rotation communities will submit their JASS application and include a (monetary) bid (at or below the Navy established maximum for the billet) that they would accept to take the assignment. Should a Sailor wish to apply for a job that has an incentive associated with it, they can select a bid from the pull down menu provided. Sailors should submit a bid that they would be willing to accept to take the assignment, understanding that the

Continued on page 10

AIP Continued . . .

bid carries significant weight in the decision process. In general, the lowest qualified bidder will be selected for the assignment. Detailers will not see bids prior to the closing of the JASS requisition cycle. At the end of the cycle, the detailer will evaluate the Sailors who have submitted applications and make their selection to put the right person in the right job based on all available information and write orders.

AIP is initially being offered to Sailors considering assignments to activities in Naples, Sigonella and Misawa in the first phase of the program. When AIP was put in place, sea duty credit for Naples and Sigonella changed to shore duty. Additional billets and locations will be added incrementally as the program develops.

Questions and answers regarding the program are addressed below:

What if my Career Counselor is not available to submit my JASS application?

In the event the Sailor's Career Counselor is unavailable, he/she should attempt to contact the Career Counse-

lor available at the nearest Fleet concentration area or Readiness Support Group (RSG), Wing or squadron.

The RSG counselor will submit the application/bid. If unable to contact either, Sailors may contact PERS 40DD (DSN 882-3545 or commercial (901) 874-3545) who will submit application/bid.

PERS 40DD will not be able to discuss or provide information concerning the billet. They will only be able to submit your application/bid for the AIP billet.

When will my AIP pay start?

AIP will start when the Sailor reports to the activity for which the incentive was authorized. AIP will be prorated during incomplete months.

Questions concerning actual payment of AIP should first be addressed to the sailor's Personnel Support Detachment/pay office.

How long am I entitled to AIP?

AIP will continue until the Sailor permanently detaches from the activity.

What will effect my AIP payments?

AIP will not be paid in conjunction with Location Selective Reenlistment Bonus (LSRB) for the same assignment. Periods of TAD or leave, including separation leave, from the AIP command will not affect AIP entitlement.

Can I use AIP to contribute to TSP?

AIP is a specialty pay and as such may be used to contribute to the Thrift Savings Plan (TSP). An election to contribute a portion of AIP to TSP may only be made during a TSP open season.

Is AIP taxable?

Yes. As a special pay, AIP is taxable.

Grandfathering?

Sailors in activities where AIP is authorized who are currently receiving sea duty credit or have negotiated orders prior to the program starting will continue to earn sea duty credit and will not be eligible for AIP. They will continue to be eligible for Overseas Tour Extension Incentive Program (OTEIP) benefits.

Assignment Incentive Pay!

The Navy has introduced a flexible, market-based incentive program – Assignment Incentive Pay (AIP) to encourage Sailors to volunteer for difficult-to-fill jobs. An integral part of our Sea Warrior effort, AIP is designed to enhance combat readiness by efficiently distributing Sailors where they are most needed.

For years the Navy has used many non-monetary incentives such as sea duty credit, neutral duty credit, points toward promotion, choice of assignment and many others to attract Sailors to the hard-to-fill billets. AIP will replace these non-monetary incentives.

Essentially, AIP enables the Navy to pay a monthly payment to encourage adequate volunteers for the hard-to-fill jobs.

Find out if you are eligible for this new program by calling your detailer today or talking to your career counselor.

Overseas Screening

by Journalist Seaman Amie Hunt, NPC Strategic Communications

Almost every Sailor has to go through it once in their Navy career. It can be a hassle, or given the right information and knowledge it can be painless. Knowing the policy and procedures for overseas screening helps ensure it's completed correctly and on time.

Overseas screening is a requirement for anyone transferring commands from the continental United States to overseas, or from one overseas station to another. Sailors selected for an overseas billet need to complete a suitability screening. This process includes reviewing the member's service record, physical readiness status, checking medical and dental fitness of the

Sailor and their family members, and a command review to determine suitability.

There are also requirements for personnel assigned to remote continental United States locations like Key West, FL or Fallon, NV. A listing of these locations can be found in MILPERSMAN 1300-304. Waivers will be granted on a case-by-case basis as conditions warrant. Individual Commanding Officers are the best source of knowledge and judgment concerning the qualifications and potential of each member.

For Sailors in a training environment, the training school command is responsible for reviewing the training records as well as interviewing the Sailor to determine their overall suitability for overseas duty. Stipulations for single parents or military couples with family members can be found in MILSPERMAN 1300-302.

The complete procedures and requirements for completing overseas screening and reporting can be found in MILSPERMAN 1300-302 and 1300-304.

Check out JASS

The Job Application Selection System, (JASS), usually pronounced "JAZZ", is an electronic, web-based application system for Sailors, who, with the help of their career counselors, apply for jobs they are interested in when in the window to negotiate for orders.

JASS opens to the fleet on Tuesday evenings of Requisition weeks and generally closes the next week on Wednesday mornings. Detailers then review the applicants and select the best qualified for assignments. Jobs displayed on JASS are determined by the number of personnel available for assignment in each rating and the Manning Control Authorities priorities. The placement function is provided by EPMAC and they are responsible for which jobs are open in JASS.

When you pull up the JASS web page and select your rating, sea or shore duty and coast of your preference. A list of jobs available will come up. Care in selecting the correct categories will maximize a Sailor's opportunity to find the jobs in which they are interested. Each Sailor is able to apply for up to five jobs during each requisition cycle (30 possible choices over the three-month negotiating window). Sailors that apply for jobs that they are not eligible for

will decrease their possibilities for selection.

Jobs will show up in four categories: those with immediate availability; open requisitions; GUARD 2000 jobs and those that have incentives. Jobs requiring immediate availability will most likely be filled with people coming off of limited duty, NAVETS, etc, people who do not fall under the normal nine-month window. Open requisitions are for people who are still in their nine to six month negotiating window. GUARD 2000 jobs are jobs offered that will require using your Guard 2000 entitlement to get assigned. The last category is those jobs that come with incentives such as Assignment Incentive Pay and Location Selective Reenlistment Bonus.

GUARD 2000 is described under NAVADMIN 083/00 and more details are available in the Enlisted Transfer Manual Chapter 8 under reenlistment incentives.

Assignment Incentive Pay (AIP) provides a reverse auction system that allows members to apply for a job and select an amount, not to exceed the maximum bid allowable (determined prior to requisitions opening by NPC), that they are willing to take for the job. After JASS closes detailers will select the most qualified member willing to do the job for the lowest incentive pay. Details are laid out in NAVADMIN 161/03.

Location Selective Reenlistment Bonus

Putting learning Resources at the fingertips of Sailors

by Journalist First Class J.D. Walter, Naval Personnel Development Command Public Affairs Office

NORFOLK, Va. - Writing a paper or need information for college, work, or pleasure? Need more material than you can find through Internet searches, or can't get to the local library? Try visiting Navy Knowledge Online and tapping into the Gale Expanded Academic ASAP, and Student Resource Center - College Edition.

Brought to NKO by the Naval General Library Program, the Gale resources are the result of a partnership between the library program and The Gale Group. The partnership provides Sailors access to full text resources including over 40,000 primary source documents and one of the most comprehensive collections of magazines and journals in virtually all subject areas. A member of the Thomson Corporation, Gale is a world leader in eResearch and educational publishing for libraries, schools, and businesses.

Also being featured on NKO, courtesy of the Naval General Library Program, is Peterson's, another Thomson Corporation, is dedicated to connecting individuals, educational institutions, and corporations through their numerous online products. Featured on NKO are sample CLEP and SAT tests and CLEP Study Guides. Other materials available include college and university, distance learning program, financial aid, test preparation, and career exploration materials.

"These resources are the perfect fit for NKO," said Capt. James Kantner, Naval Personnel Development Command Knowledge Management Director.

Continued on page 12

(LSRB) provides a monetary bonus for taking a job in a difficult to fill location, determined by UIC. Details on LSRB are covered in NAVADMIN 032/02 and 301/02.

“We are creating a learning environment that is dedicated to providing Sailors the tools and resources to excel, whether the Navy creates them or not.”

The Naval General Library Program in this partnership with NKO is continuing its transformation into a brick and click organization providing research services to Sailors Afloat and Ashore that began in 1995 with Library Multimedia Resource Centers installed onboard ships and submarines. To explore *Gale or Peterson's* visit www.nko.navy.mil and click on My Education.

High Year Tenure changes affect Sailors

Career lengths for Sailors in paygrades E3 through E6 have changed in the last year, most recently for Sailors not promoting into the E4 paygrade.

High Year Tenure (HYT) dates are adapted to facilitate the accuracy of the Navy's end strength goals while ensuring enlisted communities maintain vibrant career progression and advancement opportunities. HYT policy can be found in the Military Personnel Manual (MILPERSMAN) 1160-120.

NAVADMIN 208/02 outlined reduction in High Year Tenure (HYT) dates for E-6 Sailors failing to advance to the next paygrade. E-6s are limited to 20 years of Naval service. NAVADMIN 160/03 reduced E-4 HYT to a maximum of eight years Naval service for Sailors failing to advance to E5.

Waivers to HYT dates may be requested via the chain of command to Navy Personnel Command with final authority being the Enlisted Community Manager. Waivers are granted rarely and only when justified as supporting mission readiness (sea duty).

Sea Warrior: Investing in Sailors

by Journalist Seaman Amie Hunt, NPC Strategic Communications

The goal is mission accomplishment, but as the times change, so do the methods used to complete the mission. In keeping up with the changes in concepts and technology the Navy has developed a program committed to the growth and development of its Sailors. The Sea Warrior program is a tool to ensure an optimum fit between skill requirement and sailor development.

As one of the premier force shaping tools, Sea Warrior will be a process to track and manage the progressive career movement of Sailors. It will serve as the foundation for achieving greater combat effectiveness by instituting innovative training and detailing for all Sailors. Sea Warrior will develop naval professionals who are highly skilled, powerfully motivated, and optimally employed for mission success, ensuring the right skills are in the right place at the right time.

Combat capabilities and platforms feature dramatic advancements in technology and reduction in crew size. The crews of modern warships are teams of operational, engineering, and information technology experts who collectively operate some of the most

complex systems in the world. As optimal manning polices and new platforms reduce crew size further, the need for highly educated and expertly trained Sailors will increase.

The new program will help jobs to be more precisely defined giving Sailors more options tailored to suit their career goals and objectives. It allows Sailors the ability to map both short and long range career growth and development plans. And at any point in time they'll be able to find out what jobs they need to reach their career objective.

Admiral Vern Clark said the goal is to create a Navy in which all Sailors—active and reserve, afloat and ashore—are optimally assessed, trained, and assigned so that they can contribute their fullest to mission accomplishment. Sea Warrior is the enabler for this process.



Team Detailing

by Journalist Senior Chief Katie Suich, NPC Strategic Communications

Team Detailing is a process designed to promote Command Retention Team and Detailer communication. Starting at 13 months prior to EAOS or PRD, the “Team Detailing” window opens. Between 13 and 10 months, two-way communication and dialog occurs for each individual Sailor in order to provide our detailers useful information on duty preferences. In this way, the Command Retention Teams can provide Sailors with useful career information at Professional Development Boards.

The Team Detailing spreadsheet (located on WEB JASS) is populated with the names of Sailors within 10 to 13 months of their PRD/EAOS. It is the vehicle used to exchange information on the Sailors desires and needs.

The process was developed from fleet “Best Practices” and was engineered into JASS to allow NPC and commands to easily exchange information early in the detailing process.

Command Representatives with JASS access may log on, review, and update information, including, duty preferences, on the sheet. It contains information that helps the detailer better under-

stand the specific needs and desires of the Sailor. There are text blocks listing Sailor preferences, special competencies, family and career considerations, and additional comments from the Career Development Board.

Rating detailers enter career guidance, billet recommendations, and projections of assignment possibilities. This early, robust exchange allows time to work each Sailor's career-focused profile, concurrent with a comprehensive review of emerging job opportunities.

The end result is the Sailor and detailer entering the negotiation with realistic expectations and builds greater trust and satisfaction with the detailing process. Greater satisfaction ultimately increases retention and the ability to support the mission.

Training Excellence Ashore and Afloat

Aloha, from Afloat Training Group Middle Pacific located at Pearl Harbor, Hawaii, and the Navy's finest homeport! ATG MIDPAC is a rewarding duty station with many associated benefits. Besides being members of an elite cadre of professionals training the Fleet, personnel assigned to ATG are eligible for day-for-day sea pay and reduction in their follow-on sea tour (or an extension on shore duty) for every day spent training while underway.

The opportunity is also available to become a qualified instructor and earn certification as a Master Training Specialist or Afloat Training Specialist. And if that's not enough, special duty assignment pay may be given to personnel who hold certain NECs.

Instructor duty (particularly combined with Afloat Training Specialist or Master Training Specialist designations) can enhance your competitiveness for advancement to Chief Petty Officer and beyond.

Personnel who hold the following ratings and NECs are eligible to receive special duty assignment pay: OS (0324, 0319), BM (0170), SM (0170), QM (0170), FC (1332) and GSM (4206).

The ATG MIDPAC command structure includes two major directorates that have their own UICs: Underway Training Directorate, UIC 57063; and Schoolhouse Training Directorate, UIC 3124B. Both support the Fleet and each other, and either is a very challenging and rewarding job assignment. ATG MIDPAC has a robust cross-training program, and assignment to one directorate does not preclude working in other areas.

In addition to the benefits inherent to duty at ATG MIDPAC, you will also enjoy serving in the tropical paradise of Hawaii. Not only does Hawaii offer unparalleled recreation opportunities, Navy Region Hawaii has recently completed thousands of new housing units, extensive barracks renovation projects, and the Navy's largest combined NEX and Commissary Mall facility located at Pearl Harbor.

ATG MIDPAC performs a vital mission and requires knowledgeable, mature, and experienced Sailors with the desire to share their experience and skills with the Fleet.

If you are interested in daily, tangible job satisfaction; enhanced

competitiveness for advancement; and compensation for time spent underway, you should seriously consider seeking assignment to ATG MIDPAC. Check out our website at: www.ntc.navy.mil/atgmipac.

Late Update: We are currently in need of DCs, OSs and FCs. If one of these is your rating, give us a call at (808) 472-8881 ext. 322/318 or send us an e-mail at atgmipacn001@cnet.navy.mil, and we'll help you and your detailer make your assignment to paradise happen!

De-stress at the FFSC

by Fleet and Family Support Center Public Affairs

MILTON, Fla. – What can Navy flight students do to combat stress? Where do they go when the sky-high pressures of flight school and military training make them wish they could be somewhere else, if only for an hour?

The flight students at Naval Air Station Whiting Field now find relief and relaxation techniques at the Fleet and Family Support Center (FFSC), thanks to a new offering from The Center's Life Skills Education program.

In response to the extreme demands of flight school, the staff at FFSC Whiting Field introduced the Stress Management for Flight Students Class, offered twice per week at The Center.

"Life Skills classes were developed to help service members and their families navigate through the stress of military life by preventing problems *before* they happen," said Darla Huffman, Chief of Counseling at FFSC Whiting Field.

Flight students and any service member or family member, for that matter, have always been able to access The Center for individual counseling on stress management.

But there was such demand for this service at Whiting Field that The Center's counselors began searching for other ways to help improve the students' study and flight skills. The counselors realized that they could reach more students through classes than on an individual basis.

"If they have a significant amount of stress, we would invite them to come in for individual counseling," said Kathy Vail, a Life Skills Educator at FFSC Whiting Field. "But most just need a boost in dealing with stress."

At FFSC Whiting Field, the Stress Management for Flight Students Class is divided into four sections: Taking Care of Yourself, Relaxation Skills, Study Skills, and How Your Thinking Impacts Your Performance and Your Mood.

The class reviews topics such as how stress affects your body, how to handle stress, proper diet and exercise, improving sleep habits, and relaxation techniques, including imagery and deep breathing. Students learn how to improve their capacity to process and recall information. The final section demonstrates the link between thought patterns and stress – and how a change in one might relieve the other.

"It feels great to make a difference in the student's lives," said Huffman. "Especially when you can see the positive changes the classes have made in their flight training."

Huffman added that service members benefit in a number of ways from the program. Sleep, relaxation and concentration improve, while learning capacities increase and anxiety decreases.

This helps the students to keep from becoming overwhelmed by the demands of the flight program.

“As a result, it usually takes them less time to get through the flight program,” said Huffman. “Everybody has a different reason to need this class, and we are just here to help them grasp what they need to get them through their training.”

The class is proactive, open to students who want to sharpen their focus, learn about stress and minimize its impact. Follow-up evaluations show that students who participate in the class are benefiting from the relaxation and breathing techniques. Some have also changed the way they sleep or study.

The Center’s Life Skills Education program enhances interpersonal skills and family well-being through a variety of self-improvement classes, covering such topics as anger management, effective communication, goal setting, time management and conflict resolution.

Except for referrals by Command or review boards, participation in Life Skills Education classes at The Center is voluntary and confidential.

The FFSC provides operational, mobility, and counseling support to service members and their families, helping them adapt to Navy life and maintain self-sufficiency. FFSC services are a benefit free to all service members, single or married, including Reserves, retirees, and Department of Defense civilians in overseas locations.

There are 55 FFSCs and 67 delivery sites worldwide. For more information on the FFSC and programs like Life Skills Education, or to locate the nearest Center, visit the FFSC on the Web at www.persnet/navy.mil/pers66. E-mail FFSC headquarters at mill_ffsp@navy.mil, or call The Center’s 24-hour information and referral hotline at (800) FSC-LINE.

Mentoring program begins

by Journalist Seaman Amie Hunt, NPC Strategic Communications Office

To meet the Chief of Naval Operation’s 2003 Guidance on Mentoring, NPC has developed a Mentorship culture change initiative. Listed under NAVPERSCOM instruction 1500.1, its purpose is to provide guidance for the development and management of command mentoring for Navy Personnel Command personnel.

The mentorship program will open an avenue for more senior Sailors to share their knowledge and experience with junior Sailors. In turn, Sailors will be better prepared for the increased responsibilities they will assume as they progress in their careers. It’s set up as an ongoing process that helps with professional as well as personal development, allowing individuals to reach their optimal potential. Mentoring enhances morale, good order and discipline, and improves operational readiness.

There will be a two-hour introduction to the mentoring initiative given at every command indoc for all new Naval Support Activity personnel. More information can be found on the mentoring web site under Training on the NPC intranet.

Mentorship creates an environment where individuals feel valued and motivated to excel. NPC’s Mentoring initiative is another way we’re putting Mission first, Sailors always.

Join the Tip of the Information Operations Spear

Are you interested in becoming involved in the Navy’s newest warfare area? NAVOP 007/02 established Information Operations (IO) as a primary Naval warfare area on par with other warfare areas.

As the Navy’s Center of Excellence for Information Operations, the Fleet Information Warfare Center (FIWC) is looking for highly motivated officers and enlisted Sailors interested in tackling the dynamic and growing challenges in IO.

FIWC is located onboard Naval Amphibious Base, Little Creek in Norfolk, Virginia and has a detachment onboard Naval Amphibious Base, Coronado in San Diego, California. FIWC provides IO support to naval forces worldwide, supplies highly skilled IO teams to deploying fleet staffs and ships, develops IO doctrine and tactics, and supports Computer Network Defense and Electronic Warfare throughout the Navy.

We are the Fleet Combatant Commanders’ principal operational interface for the transition of IO special technical capabilities for Naval and Navy supported joint operations.

FIWC acts as academic IO center of excellence responsible for coordination and standardization of operationally focused Naval IO training afloat and ashore.

Our Red Teams analyze, probe, and scan DON computer networks for any potential vulnerabilities and aid in the reporting and capture of computer hackers.

Additionally, FIWC serves as the focal point for Naval operating forces for operational requirements, mission needs, and priorities for research and development in IO applications.

We are currently aggressively recruiting warfare qualified surface (111X) and aviation (13XX) officers with a background in IO/IW or Information Technology and an interest in Computer Network Defense, IO planning or CVBG/ARG operations.

There are also shore and sea duty billets for officers with the following designators: 160X, 161X, 163X, 644X, 612X, 613X and 7441. In the enlisted ratings we are looking for highly motivated CT, EW, IT, ET, IS, HT, EM, EN, BM, CM, CE and EO rated Sailors.

If you’re interested in serving at the tip of the Information Operations spear, contact your detailer about orders to FIWC.

Quarters



| | |
|---|-----------|
| Seabees/SpecWar/SpecOps/Diver (PERS 401) | 17 |
| Surface (PERS 402 ABCD) | 20 |
| Submarine/Nuclear Power (PERS 403) | 27 |
| Aviation (PERS 404) | 29 |
| Medical/Dental (PERS 407) | 32 |
| CT/IS/EW (PERS 408) | 34 |
| Shore Special Programs (PERS 4010) | 36 |
| Enlisted Community Managers/Technical Advisors | 38 |
| Musician (PERS 64) | 43 |
| Enlisted Active/Reserve Career Progression Division (PERS 81) | 44 |
| EPMAC | 44 |

San Diego, Calif. — The United States Navy Baseball Team holds up the Cmdr. Lawrence S. Jackman Trophy after defeating the Marine Corps 5-3, during the 14th annual Navy vs. USMC game, sponsored by the San Diego Padres, at Qualcomm Stadium. This year's game was played following the July 20th Padres 3-2 victory over the Arizona Diamondbacks. U.S. Navy photo by Photographer's Mate 2nd Class Daniel A. Jones.



Straight From The Top

Shipmates,

I've been at Navy Personnel Command for a several months now after a super tour as the Commanding Officer at JMF St. Mawgan in the United Kingdom. I have been on the receiving end of orders, waiting for billets to be filled and working to get my Sailor's a "good" set of orders. Learning this job has been an education. There are quite a few moving parts involved to get a set of orders out. I can proudly tell you that the detailers consistently strive to provide Sailors the best career management and give sound advice. Your detailers are always finding new ways to encourage Sailors to take those hard to fill career-enhancing billets, which will lead to evaluations getting them selected at promotion boards.

I want to encourage you to take on the jobs that will maximize your career progression and advancement. I was very encouraged to see the quality of Sailors picked up during this latest CPO Board. Congratulations to the new "Chiefs". As in boards in the past, sustained superior performance at sea was critical for selection. Ask your detailer and work with your Career Development Boards to find the breakout jobs needed for advancement.

One of the principal ways to communicate with Millington is through Team Detailing. Team Detailing is alive and well and available to the Navy Counselors and Command Retention Teams as a means of communicating their Sailor's desires to the detailers prior to coming into their rotation window. This is a program that enables Sailors to reach an understanding of what could be available with regard to their next duty station. It provides the detailer information, including the Sailor's desires, and helps the Sailor form reasonable expectations. This program is used from 13 months prior to the Sailor's PRD until they enter the detailing window. I am encouraged with the various means of communication available. Detailers and Commands are communicating in many ways, web based, fax, email or telephone. Early communication is a key to getting the job you want.

If you have not gotten up to speed on the Assignment Incentive Pay (AIP) Program, I would recommend you do so. It might put a few more dollars in your pocket. AIP is providing Sailors with an opportunity to bid for jobs that are located in Sigonella and Naples, Italy and Misawa, Japan. When entering JASS and applying for an AIP job you enter your bid amount and the most qualified person with the lowest bid is selected for the job. The Career Counselors have the latest information on AIP but if you want the details, go to the Stay Navy web site and read the info at the NC's corner.

I hope by now everyone is fully familiar with the Perform to Serve (PTS) Program. Without a reservation the detailers will not be allowed to negotiate orders with first term Sailors in a CREO 3 rating. To get the best opportunity for that critical reservation make sure you have your application in not later than 13 months prior to your PRD.

Additionally, to increase your opportunity to "Stay Navy" and for you to meet the rating requirements for a different rating, use the opportunity in PTS to apply for conversion. I do not want to see good Sailors leave the Navy just because they missed the opportunity to apply for conversion to a rating where they could have succeeded. If you are a first term Sailor in a CREO 3 rate: **WHAT ARE YOUR INTENTIONS?**

We are trying to improve the detailing process every day. Detailers are the Sailor's advocates and we have your career progression in mind. You may not always get everything you want, but we will always try to do what is best for you and the Navy. Work with your Command Retention Team so they can team with PERS-40 between thirteen to ten months prior to your PRD and then contact your detailer when you come in the nine-month negotiation window. You and your detailer will be prepared to talk when you enter the window because you'll both be aware of all issues involved in your transfer. Plan early and get the gouge.

CAPT W.G. Scull, Director, Enlisted Assignments Division

Command Master Chief Detailer

Congratulations to the selectees from the June 2003 CMC and Senior Enlisted Academy selection boards. If you have not yet contacted this desk, please do so at your earliest opportunity to discuss detailing opportunities or possible SEA class convening dates.

If you were not selected for CMC this time, don't lose faith – continue to apply. As with any selection board, ensure your package is complete, in accordance with the requisite directive, and is sent through your chain of command (both inside and outside the lifelines) early enough to receive the necessary endorsements.

Have your CMC print out the "Board Feedback" article under my pull-down on

MCPON's Direct Line. It lists the most common package discrepancies and lessons learned. The deadline for package receipt is 01 December for the next board in late-January 2004.

I receive several questions each week from sitting CMCs asking what type of command they should try on their next tour. That depends on the individual CMC.

Whether you're looking for a position on the CNO/MCPON Advisory Panel, a Big Deck platform, or just want to stay in the community you grew up in ... I recommend you diversify your Bio. Make yourself marketable, don't be afraid to try something different, and don't be locked into one geographical area.

In fact, if you've been in the same homeport for "more than a few" tours, be prepared to go elsewhere. There are very few locations where there are an equal number of shore and sea duty billets. Remember – we are **all** worldwide assignable!

Lastly, I challenge you, my brothers and sisters in the CMC community, to live and pass on our CPO Core Competencies: **Lead, Develop, Communicate, Support.**

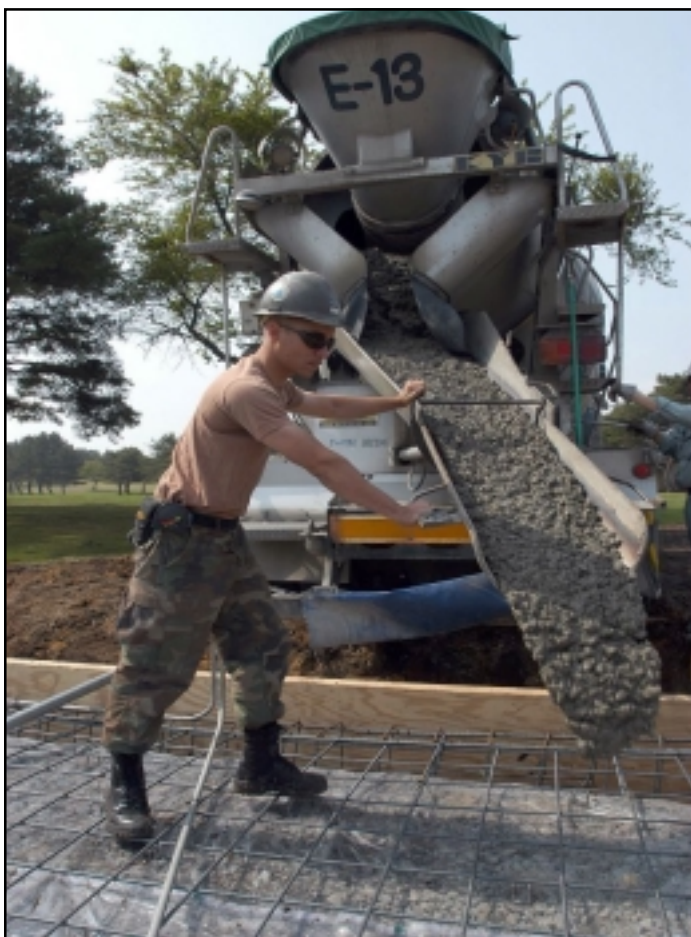
Take care and have a great Navy Day!

*CMDCM(SW) R. T. Gudge, PERS
40FF*

Pers 401C

Congratulations to our newest group of Chiefs! Well Done! You should continue to strive and take those tough jobs that got you to wear khakis. NPC is in an ever-moving state with new programs such as Assignment Incentive Pay where you get a chance to bid via JASS, on jobs overseas and receive extra pay for taking hard to fill jobs. For those currently serving at Naples or Sigonella and went there on sea duty, you will continue to get credit for sea duty. For E-4's you have seen the change in your High Year Tenure time from 10 years to eight years. Your detailers have contacted your command if you fall into this window to communicate scenarios that fit each member's situation. Guard 2000 requests are limited with regards to maximum time of service to eight years or less which will directly affect your negotiations with your detailer. Contact your detailer or Career Counselor for further details.

*PERS 401C
Seabee RAO/E8/9 Detailer*



Builder 2nd Class Ome Firpi, pavilion project manager, volunteers his time to level out a concrete foundation as part of a Navy Misawa Seabee project. U.S. Navy photo by Photographer's Mate 2nd Class John Collins.

The Orders Process

When requesting a set of orders, you have a lot of decisions to make. For first term Seabees (all of you on your first enlistment contract) Perform To Serve (PTS) is the first step in the orders process. Your PTS request should be submitted well in advance of your Enlisted Active Obligated Service (EAOS) date. PTS requests can be submitted up to 15 months prior to your EAOS through your Command Career Counselor (CCC). Applications are evaluated starting when a Seabee is 12 months from their EAOS. This may also be the opportunity to select another rate. The Navy needs good men and women to fill CREO Group 1 and 2 rates. The next step in the orders process is Team Detailing. Team Detailing is the communication step between the detailer, Seabee and command representative. As a detailer, we record all information, such as dependent status, duty preference, and location desired. When you get with your CCC make sure you provide your duty preferences, what you want for your next job, whether you prefer a specific location or a specific type of billet. Your CCC will share your career desires with us and we will take your desires into account. On occasion, members make requests as far out as 13 months from their Projected Rotation Date (PRD) but do not get with their CCC when they roll into their orders negotiation window at the 9 month from PRD. The CCC submits an applications into JASS based on the old desires and the member gets selected, based on correspondence and conversation between the detailer and CCC. Once you have been selected via JASS, orders are written. Once negotiated and orders are written, changes are very difficult to make. Know what direction you want your career path to go in, negotiate for orders before the end of your sixth month, make realistic requests that benefit you, and the Navy. You may be surprised how easy the process can be when you stay on top of your career. Take time to visit your CCC and discuss the process and your options.

*PERS 401CE
BU/EA/SW E6 and below detailer*

Position Of Responsibility

I would like to congratulate our newly selected Chiefs! To those of you who weren't advanced, keep your head up and charging forward. Study, Study, Study!

Fortunately, I had an opportunity to be a recorder for one of the recent selection boards and am able to share what was considered for selection. Some of the major traits for selection were Sustained Superior Performance, Peer Group Breakout, Outstanding CO's Endorsements, Score Above CO's Average on Fitness Reports, Ranking Well in Large Peer Groups, Challenging Primary and Collateral Duties, Sailorization, and Good Sea/Shore rotation.

If you are in need of guidance, visit your command career counselor or sit down with your LCPO. They are there to help you with career planning and also detailing, from JASS applications to execution of orders. Advancement opportunities are available, but you must continue to strive to make yourself more competitive. I cannot stress enough the importance of aggressively pursuing your Seabee Combat Warfare designation, re-qualification, Master Training Specialist and any of the other warfare designator that

you may obtain.

Your detailers are here to assist you in making sound career decisions. If you have questions that you just cannot seem to find the answer to, give your detailer a call or send him or her an email. I am not saying that we have all the answers, but I know we can assist you in getting your answer.

Finally, I task you to take charge of your own careers. Review your official military record and ensure that everything is correct.

PERS 401CF1

EO/CM E6 AND BELOW DETAILER

Wanted: Seabee Divers

Dive into a whole new world and become an Underwater Construction Technician! Want to be part of a proud, hard working Seabee team that travels the world working on and under the oceans? Underwater Construction Technicians are Seabees trained in diving. Diving allows Seabees to apply their skills underwater. Seabees start their training with Underwater Construction Tech Basic School, located in Panama City, Florida and are awarded the NEC 5932. After a few years of solid performance in the UCTs, Seabees attend the Advanced Underwater Construction course and are awarded the NEC 5931. After many years of successful performance, a skilled Seabee is evaluated for selection as Master Diver.

Seabee divers are eligible to receive Dive Pay (2nd Class Dive pay \$150/month, 1st Class Dive pay \$215/month, Master Diver pay \$615/month), Special Duty Assignment Pay (SDAP \$110/month), Hazardous Duty Pay (HDAP \$150/month) and reenlistment bonuses up to \$45,000.

Entry requirements: Naval Military Personnel Manual 1220-100.

If you are ready for the challenge, contact the command career counselors at: UCT ONE at commercial (757) 462-3984 or DSN 253-3984 or UCT TWO at commercial (805) 982-5948 or DSN 551-5984.

PERS 401

Branch Head



Operations Specialist 2nd Class Matthew Medeiros, left, and Boatswain's Mate 1st Class Hans Jacobs, both divers, assigned to the salvage ship USS Safeguard (ARS 50) assist Royal Brunei Navy (RBN) diver Cpl. Heidi with preparations for a training dive. U.S. Navy photo by Lt. Chuck Bell.

Spouse Co-location Assignments

There seem to be a lot of Seabees that are confused about the spouse co-location process. It is critical that both military members of the family submit their 1306/7 requests via their chains of command 12 months prior to their PRD to allow enough time to coordinate the assignments with both members' detailers. It is our goal to place both service members in billets that are good for their careers in the same geographical location while maintaining proper sea/shore rotation for both members. Remember assignments are made so one member is on shore duty while the other is on sea duty.

PERS 401CD1

UT/CE E6 and below Detailer

Fleet Divers

In 1973, the Naval Health Research Center conducted a study on the "Social Development of Navy Divers." In summary, the study concluded, "divers are significantly different from the norm." The results showed that divers rebelled early against the restrictions of formal social institutions and were successful in directing this activity and aggression toward an occupation in which these characteristics may not only be useful, but necessary.

If you feel you are Navy Diver material and want to experience diver "Hooyah," contact your local Diving Locker they will point you in the right direction. For a list of prerequisites, refer to Milpers Manual, 1220-100. Dive classes graduate between 15 and 20 new Second Class divers from each class which run approximately eight times per year. Dive school is 14 weeks long. Manning of the dive community is approximately 80 percent. This means we have room for those of you who are adventurous, high-spirited and hard working.

For those of you who are already divers feel free to call me about any questions or concerns you have, I look forward to talking to all of you. ENCM (MDV) Dan Briggs has left the building, BZ for all his effort and wisdom in guiding our community for the past three years.

PERS 401DC

Fleet Diving Detailer

EOD

As the community moves to balance manning and mission requirements at the units, it becomes imperative that everyone step up and take those jobs that improve professional development and assist the community in putting leadership and technical expertise where it is needed.

Over the last five years the missions of our community have changed and expanded. We need to ensure we have the enlisted leadership in the right spot in order to mentor and train those that will follow in our footsteps. Currently we are experiencing a shortage of experienced EOD Technicians at NAVSCOLEOD, NAVEODTECHDIV, EODTEU ONE and our detachments in Japan. If you are a Senior or Master EOD Technician these are the places the community needs you. The community also needs khaki leadership at MU 5 and MU 3 to fill critical leadership billets, so if your looking to punch a ticket as a LCPO at sea these are the places you should be going, especially if you have not broken away from CONUS tours. I will work hard to ensure the Sailors and Chiefs that take the hard to fill billets are taken care of.

Every Sailor should be talking to his CMC or LCPO to determine what jobs will provide the best opportunities to advance both professionally and through advancement boards. You need to ensure you have a balanced sea/shore/training path in your record showing that you are a well-rounded and highly marketable EOD Technician. The rumor that you must stay at sea in order to advance is not true, you need to vary your duty assignments and ensure you are always taking and excelling in positions of leadership and added responsibility.

For those of you in the Fleet that are looking to find a job that offers something different everyday, the EOD community is the place for you. There are not a lot of jobs that allow you to jump, dive and conduct demolition operations on a regular basis. If you have questions about the EOD program contact AOCS (EOD) Ron Mitchell at 1-800-699-9895 ext. 258.

As I have completed my turn over with Master Chief Dawkins, I want to say I look forward to assisting you with your career decisions and the challenges of continuing the excellent work that the Doctor has done and we all have grown used to.

*PERS 401DF
EOD Detailer*

SEAL

NAVAL SPECIAL WARFARE is currently engaged in the Global War on Terrorism. This effort is at the front of the Navy's mission and the Naval Special Warfare Community is the force of choice. To meet this increased need, Naval Special Warfare is projected to grow over the next few years. This is a great opportunity for motivated and qualified Naval Special Warfare Candidates. If you think you have what it takes and meet all requirements to become a NAVY SEAL, we encourage you to submit your package for BUD/S in accordance with MILPERSMAN 1220-100. Contact your command career counselor for more details.

Team Guys

Advancement for us goes in cycles, and although we have been enjoying a high rate of advancement lately, it is still extremely important to have all of your required qualifications. When the advancement momentum slows, it is your qualifications and career history that is going to "break you out" from your peers. Before your roots get too deep, you should consider taking an assignment to one of our outlying commands or even an overseas unit. The four basics that you should keep in mind are: performance, qualifications, leadership positions and diversity in your career.

Duty at the Training Commands

The training commands are preparing our Teams for war and grooming the future leadership for key platoon positions. If you have done your time at the TEAM and are ready for another challenging position that will keep your war-fighting skills sharp and allow you to stay abreast of the latest and greatest, you should consider one of the Training Commands.

WANTED: SEAL Corpsman

Once again Corpsman are in high demand for the SEAL program. Upon graduation from BUD/S and SEAL qualification training, corpsman are sent to the Special Operations Combat Medical (SOCM) course located in Ft. Bragg, North Carolina. Upon successful completion of SOCM, SEAL corpsman will be assigned to a SEAL or SDV Team. Graduates are awarded NEC 8492/5326 and are then eligible for jump, dive, demolition, and special duty assignment pay (SDAP). SEAL corpsman are also eligible for a lucrative Selective Reenlistment Bonus!

Good Deals for SWCC!

The new SRB list is out and a multiple of 2.0 is authorized for zone A, B and C for NEC 5352. The multiples for NEC 5350 and 5351 are as follows; Zone A 2.0, Zone B 2.0, and Zone C 1.0.

We have billets for various foreign languages at the Defense Language Institute (DLI) located in Monterey California. If you have the desire and aptitude for attending DLI, you must be proactive and start the process at least a year from your projected rota-



Members of SEAL Team Two conduct SEAL Delivery Vehicle (SDV) training in the warm waters of the Caribbean. U.S. Navy photo by Photographer's Mate 1st Class Andy McKaskle.

tion date (PRD). The procedure for attending DLI is as follows. Take the Defense Language Aptitude Battery (DLAB) and if you scored high enough to qualify, submit a 1306 to NPC401D requesting a seat to DLI. Attending DLI is a PCS move and upon graduation you will be assigned to one of our language billets at a Boat Team, Group or Unit. Filling a language billet entitles you to the appropriate level of language proficiency pay.

While on the subject of training and money, the SWCC basic course CDP 151J is currently on the CAREER SCHOOLS LISTING (CSL). This means that you may be eligible for automatic advancement to Petty Officer Second Class if you reenlist upon graduation under the STAR/SCORE programs. SWCC School is undergoing some changes starting in January 2004. SWCC Class 47 will be the first to attend the new joint BUDS/SWCC pre-training course. This course is the first step in the revamping of the SWCC training pipeline, which will result in a more effective training process.

If you are interested in any of these programs contact your command retention team and see if you qualify.

*PERS 401DI
SWCC Detailer*

PERS 402A**New High Year Tenure (HYT) for E4 and below**

In accordance with NAVADMIN 160/03, the HYT limit for E-4, USN and USNR has changed from 10 to eight years. E-4 enlistments or extensions which exceed new HYT limits or go beyond 31 Aug 04 (whichever is later), may not be executed.

This adjustment is effective immediately, and will be phased in as listed below:

- E4 sailors completing 12 years of active naval service prior to 30 Sep 03 must separate when they accrue 12 years of total active naval service.
- E4 sailors with greater than 10 years of active naval service who would reach completion of 12 years of active naval service after 30 Sep 03, must separate no later than 30 Sep 03.
- E4 sailors completing 10 years of active naval service between 1 Oct 03 and 31 Aug 04, must separate when they accrue 10 years of total active naval service.
- E4 sailors who will have completed eight years or more of active naval service on or prior to 31 Aug 04, must separate no later than 31 Aug 04.
- E4 sailors completing eight years of active naval service after 31 Aug 04, must separate when they accrue eight years total active naval service.

Guidance on involuntary separation pay for HYT published in NAVADMIN 346/02 is hereby extended to August 31, 2004.

Assignment Incentive Pay (AIP)

NAVADMIN 161/03 can be found on the BUPERS webpage at www.persnet.navy.mil/messages.html. Detailers are not able to make JASS applications for billets that have AIP incentives; only your command career counselor has that access.

Damage Controlman: Great career opportunities

Hello, Shipmates! There are great career

opportunities within the Damage Control Rating that will provide you the challenges and experience you may need to set you apart from your peers.

Diversify your assignments. When applying on JASS, consider Special Programs assignments such as Recruiting and Physical Security. Also consider instructor billets at Great Lakes and the Naval Academy. These are great career-enhancing assignments. They are challenging, but very rewarding. Remember, you will be expected to do a tour overseas during your career. Serving on a forward-deployed unit provides you the opportunity to see the world and experience new and exciting cultures.

There are Officer Programs available for hard charging enlisted personnel. Seaman-to-Admiral, LDO/CWO, MCEP, PA, BOOST, EEAP, and the ECP Officer Program give Sailors other opportunities for upward mobility and career advancement. Take advantage of what the Navy has to offer, and in the long run you'll be glad you did. Good luck out there.

PERS 402DI2

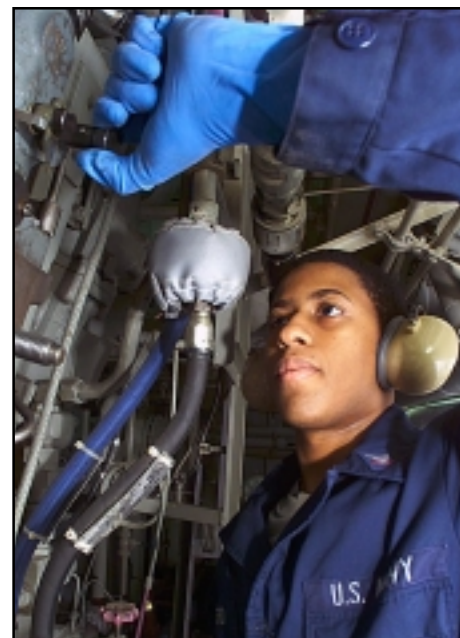
DC E5 and below Detailer

Engineman

Greetings from the EN detailing shop. I want to introduce and welcome EN1 (SW) Gomez, who is taking over for ENC Sensano as the new E-5 and Schools Detailer. We wish ENC Sensano well as he heads back to sea aboard the USS Vicksburg (CG 69).

Engineman Detailers want to congratulate all the new ENC's. Now is the time to start thinking about how to keep your career moving in the right direction. If you are approaching your PRD, plan ahead when making decision concerning your next duty station. You may be thinking about doing a minimum activity tour (MAT) at sea as a Chief before heading to shore duty. This gives you the opportunity to have an E-7 FITREP at sea. Right now ENC's are only 81 % manned at sea, so we encourage new Chiefs to step forward and take career enhancing billets afloat to fill leadership gaps throughout the fleet.

If you are looking forward to shore duty, consider one of the challenging and rewarding shore duty assignments like Recruiting, Recruit Division Commander or Instructor



Engineman 3rd Class Conary Beckford performs checks on a Diesel Rack Alignment aboard the amphibious assault ship USS Kearsarge (LHD 3). U.S. Navy photo by Photographer's Mate Airman Kenny Swartout.

duty. Any one of these assignments will help to shape and mold future Fleet Sailors. If neither of those type duties interests you, then how about becoming a Diesel Engine Inspector (DEI). Currently the Navy is short handed on DEIs and we are looking for a few outstanding technical experts. The job as a DEI is a challenging and rewarding one. You get to work on the deck plates with the Sailors, providing hands-on training while assisting them in troubleshooting and repairing engines. Now that the gears are turning, and your saying; what do I need to do to become one the Navy's finest DEIs?

First, you can either contact a DEI at one of the local FTSC's, or contact ENCM Paul Martin, the EN E-7 through E-9 detailer and he can provide you with information on getting set up to take the pretest. The DEI program is open to EN and MM (aux) submariners in pay grade E-7 and above.

In closing, several of the duty assignments mentioned may qualify for Special Duty Assignment Pay (SDAP). Check NAVADMIN 003/03 and OPNAVINST 1160 to see which ones you may qualify. Keep

the lights on, the screws turning and sail safely. Link to NAVADMIN messages at: www.persnet.navy.mil/messages.html. Link to OPNAVINST 1160.6, <http://neds.nebt.daps.mil/Directives/1160a6.pdf>.

Hull Technician: Communicate with your detailer

I would like to take some time to explain manning requirements, billet priority, and billet availability. As Detailers, we are in the business of matching Sailors to those jobs that are available during each requisition cycle. This can be a daunting task. Where a billet is listed on the requisition is based on its priority as determined by the Manning Control Authorities. That information is compiled and sent to the Detailers bimonthly by the Enlisted Placement Management Center (EPMAC). Billets with the highest priorities are then posted on JASS. Detailers are required to fill priority billets first, which may help explain why you may not see a certain billet you know to be available, posted on JASS. Command manning requirements are also subject to change, meaning a command may be authorized a billet today, which may be removed a week from now.

Detailers are required to supply a percentage of our transferring Sailors to special programs (i.e., RDC, Recruiting, etc.) each month. These can be very rewarding tours. A Sailor interested in a Special Programs billet must express his/her interest with their rating detailer. We are dedicated to helping you get the most career-enhancing billet that fulfills both your desires and the needs of the Navy.

Machinery Repairman: Time for career checkup

Hello, shipmates! We welcome MRC (SW/AW) Palpallatoc, the new MR E6-E9/3MC Detailer who's looking forward to providing you the top quality service you deserve. Secondly, we want to congratulate all those selected for advancement to Chief Petty Officer!

Some tips for the rest of us seeking advancement. Advancing from E3 through E6 requires high multiples on your advancement tests. The best way to ensure you receive desirable test results is simple: study, study, study. Advancing from E7-E9 is a little different, and diversity in assignments plays

a part. If you are going to Shore Duty, remember the "Big 3": Recruiting, RDC, and Instructor duty. These duties show the selection board that you are willing to take challenging billets. Leadership at sea, personal qualifications, and command and community involvement also separates you from your peers during the selection process.

Orders negotiation begins at the nine month window and ends six months from a Sailor's PRD, at which time a member must be under orders. The three month negotiation window gives you about six JASS requisition cycles from which to apply. Start the process of communicating with your CCC early (about 12 months from PRD) to express your desires and get an idea of what's available for you. When you reach your nine month window there are some questions you need to ask yourself before you talk to your detailer. What do I expect my detailer to do for me? Have I done an overseas tour? Have I been on only one platform for Sea Duty? What can I do to improve my advancement chances? What about the Big 3 for a shore tour? Remember, you are the manager of your career. We are here to offer advice and direction, but you are the one who must make the ultimate decision on the direction your career will go. Take the tough jobs and constantly upgrade your knowledge.

*PERS-402MR
MR E6-E9/3MC Detailer*

402B

Mess Management Specialist of the future

Our MS community needs to be aware that there are many new programs such as Task Force Excel, Team Detailing, Perform to Serve, Sea Warrior and the new High Year Tenure limits that were implemented to enhance the overall detailing process for the future. These programs were designed to better serve the fleet while balancing the requirements to meet the needs of the Navy. It is the responsibility of each sailor to be knowledgeable about these programs in order to build a solid and diverse career path while achieving career related goals and advancement opportunities.

Concerning PCS moves it is important to keep in mind that your MS Detailer is required to ensure each PCS move is the most cost effective for each sailor and their family. The Supply Rating Assignment Of-



Mess Management Specialist 1st Class John Myers checks the temperature of lobsters in the enlisted galley aboard the guided missile cruiser USS Princeton (CG 59).

ficer is allotted a finite amount of PCS funding for each fiscal year. If these funds are not utilized wisely it will result in a short fall of PCS funding during the final quarter of the fiscal year. Some of the most costly PCS moves are transferring sailors from Japan to Hawaii. Here is an example; if an MS2 transfers from Japan to Hawaii with 3 family members' the PCS cost will exceed \$24,744.00. If that same sailor transfers to San Diego instead the cost is \$15,045.00. The difference is a savings of over \$9,000.00 that can be utilized to PCS transfer other sailors and their families. We continually receive requests to transfer sailors with 2 to 3 family members from coast to coast or overseas to overseas. Unfortunately we are unable to accommodate these non cost effective PCS moves for sailors and their family based solely on a sailor's personal desires. I would ask each and every sailor to take this into serious consideration when reviewing options for their next duty assignment. Reshaping our sailor's expectations to review realistic cost effective PCS moves are the responsibility of every supervisor and the reality of our future detailing procedures.

On a very positive note, an official proposal was submitted to change the current Mess Management Specialist name to "Culinary Specialist" (CS) which is tentatively

scheduled for approval by January 2004.

Here is a list of available MS "C" Schools for San Diego and California in the following format: CIN , Course Title, CDP and NEC:

- A-800-001, Food Service Admin (FSA), 574G, 3529
- A-800-0030, General Mess Operations (GMO), 576L, 3527
- A-800-0031, Private Mess Operations (PMO), 576M, 3525
- A-800-0023, Public Quarters/Flag Mess (PQFM), 576K
- A-800-0009, MS Recordskeeper

For further information contact MSC(SW/AW) Magdaraog the Course Manager for MS "C" School in San Diego, California at: (619) 556-9656; DSN 526-9656 or email: Gines.Magdaraog@navy.mil.

If you have any questions or comments please feel free to contact your MS Detailer. Keep focused, be safe, and remember Mission first, Sailors Always!

MS2/E5 Shore Duty Detailer

Help mold tomorrow's officers now!

Question: Where can you get the chance to mentor and mold future Naval Officers while earning up to a Master's degree as you "reenergize and reconnect" with the family and enjoy some quality shore duty away from the major Fleet concentration areas?

Answer: By signing up to do a 36-month shore tour at one of the over 60 major Navy ROTC Universities in the continental United States.

Enlisted personnel at the NROTC units represent the Enlisted community to the up and coming Naval Midshipmen and usually are the first place future Naval Officers will interact with their future Chief Petty Officers in the Fleet.

This job offers many challenges and positive life experiences as you mentor motivated young people who will eventually impact future Naval leadership. Additionally, as a NROTC "staff" member, school tuition rates for you are lower than the standard rate. Many schools waive the tuition rates altogether for staff.

Some universities even consider reduced rates for family members to attend school. Likewise, NROTC Commanding Officers have the flexibility to offer work schedule adjustments in support of your immediate educational needs, not to mention some great shore duty and more importantly, maximum "Family Time." Its a known fact that college campuses offer the full spectrum of recreational and cultural opportunities in a variety of settings from fully accredited city as well as suburban schools across the United States.

Eligibility and Criteria:

- Open to all JASS eligible Storekeepers E7 and above.
- Open to all JASS eligible Supply Corps Rates E7 and above with individual rating Leads release.
- E6's are considered by JASS application and will conduct separate interviews with gaining University Commanding Officers(Rates other than SK require detailer release prior to interview).

E7 Sea/Shore Detailer

Photographer's Mate

Hello again from beautiful and exciting Millington, TN! Just in

case you haven't heard, I've moved from PERS code 404DL to 402PH. I am now officially part of 402B which is also home to the admin, deck and supply rating detailers. Don't get mad and throw your copy of the LINK on the deck just yet—we are still an aviation rating and have wings on our IFGA! The driving force behind the move was the recent flag sponsorship of all the media ratings under the Chief of Information as a result of Task Force Excel (TFE). The initiatives of TFE have grouped similar and like ratings into Centers for Service Support (CSS) that are currently being established throughout the fleet. Detailers were also realigned IAW TFE and accounts for the relocation of my detailing operation and placed me alongside the JO detailer. I also began detailing the draftsmen in February. The Center for Service Support for all the media ratings (PH, JO, LI and DM's) is located in Athens, Georgia.

I urge all of you to review NAVADMIN 163/03 that announces the reclassification of type 3 duty to type 6 duty for commands in Naples and Sigonella. It also announces the use of the Assignment Incentive Pay (AIP) pilot program. AIP is a financial incentive to attract Sailors to certain locations. Naples, Sigonella and Misawa currently receive AIP, additional locations will be announced in the future. Please visit your local career counselor for more information on this program and how to apply. If you still have questions about the program or to find out if you qualify, please feel free to either call or email me. Additionally, if you have questions or concerns regarding Perform to Serve or the new high year tenure limits for third classes, don't hesitate to contact me. There have been a lot of recent changes that affect our first term Sailors and I want to ensure that our junior folks are receiving the correct information and making informed decisions about their futures!

Here is my latest contact information, (901) 874-3689 (you can call collect)/ DSN 882-3689/email. My new NMCI address is cathy.brenneman.navy.mil. For more information on the DM rating, please visit www.navydm.org. I also recommend visiting www.nko.navy.mil for more information on Task Force Excel and our Center for Service Support. Have a great day and please stay safe!

PERS 402PH

Tips for smooth negotiations

Are you coming up on your nine-month window to negotiate for orders? There are many options to consider and we want to help you make the best decision for your career. Here are a few things we recommend you do in order to prepare for your next career decision.

Discuss your options with your spouse and family. Keep them involved in your decision and inform your detailer of any special needs you may have with regard to family members.

Begin deciding on what your career intentions are when one year from PRD and keep your detailer informed of any changes to your intentions.

Update your page two and dependent information to ensure proper PCS funding for transfer. Communicate with your Command Career Counselor, Chain of Command and mentor about your career intentions. Review the current LINK magazine. Detailers put a lot of good information in the periodicals. Check the back page to determine your detailing window, requisition cycles dates and when Detailers will be available for AM/PM detailing.

Familiarize yourself with JASS and current options and programs that may be available to you. Use the JASS system. You

should have five or six requisition cycles in which to apply for orders once you reach your 9-month negotiation window. To allow for proper fleet balancing and to prevent gapped billets. Detailers suggest you apply as early as possible once within the 9-month window. BUPERS policy is to have all Sailors under orders NLT six months prior to their PRD.

Investigate Special Programs for which you may qualify or desire to be considered. Special Program billets are currently view-only on JASS.

This means you can look for billets available each requisition cycle, but you cannot apply for these via JASS with the exception of Physical Security billet. You will have to contact your Detailer directly and get referral to one of the PERS 40 Special Programs detailer.

Be flexible, realistic, and career minded when applying for orders. Read your orders soon as they arrive to make sure they are correct. Complete all necessary screenings promptly to avoid problems at your detachment date. Have PSD or your Admin Dept. ensure transfer and funding information is correct.

By following the recommend listed above you will avoid many of the common pitfalls associated with the orders negotiation process. This list is all-inclusive and is no substitute for honest, frequent and frank communication with your chain of command, career counselor, and detailer.

Congratulations on reaching these important points in your current tour and best of luck as you begin the exciting process of selecting your next duty assignment.

E4/E5 Atlantic Detailer

Quartermasters

Good luck to QMC Frasier! Back to sea on the USS MOMSEN; welcome aboard to QM1 Saxton, the new QM/SM Detailer!

As of July, 2003, QMCS Haffey details SM/QM E-7 and above. SM1 Smith details QM/SM E-5 and E-6. QM1 Saxton details QM/SM E-4 and below and the A School.

All QMs and SMs will use the JASS system to apply for orders. Apply nine, eight or seven months prior to your PRD. Take a look at the job listings and keep in mind the required sea/shore rotation schedules for your rate. Sailors on shore duty will go to sea; and those on sea duty may go to either sea or shore duty, as desired. Sailors who are on temporary duty pregnant, on LIMDU, etc can't use the JASS system to negotiate orders and must call their detailer. Get used to the idea that you have to pick a job off the JASS system; there is just no other way to manage the former SMs and current QMs into properly manned divisions.

The Signalman Rating is being absorbed into the other ratings of the Navy. Welcome aboard to Signalman who decide to remain Quartermasters. SMs who are not remaining QMs are encouraged to prepare and qualify yourself for your new rating. Best wishes!

Perform to serve is exactly that. If you cannot obtain a reservation to reenlist or use a PTS's conversion tools, you will be asked to consider a job in the Navy Reserve. If you are a first term Sailor, ensure that your application is in before your first look 12 months prior to your PRD. PTS permission is required for all first enlistment QM and SM Sailors in order to reenlist and negotiate orders. Your Detailer can't do anything for you without PTS approval.

In that regard, quite a few sailors have recently reported to school commands out of PRT standards or with some other problem that disqualifies them from orders.

If you have not properly completed screening for duties as an

instructor, recruiter or physical security, then do not transfer. There are very few shore duty assignments in the QM/SM Ratings for which a sailor does not have to qualify.

My best advice is to correct your problems before you transfer because if you are not qualified for your follow-on orders, you will be assigned to a duty assignment that may not be of your choice.

Further, Third Class Petty Officers and below cannot GUARD 2000 for an assignment that requires obligated service beyond High Year Tenure, which is eight years.

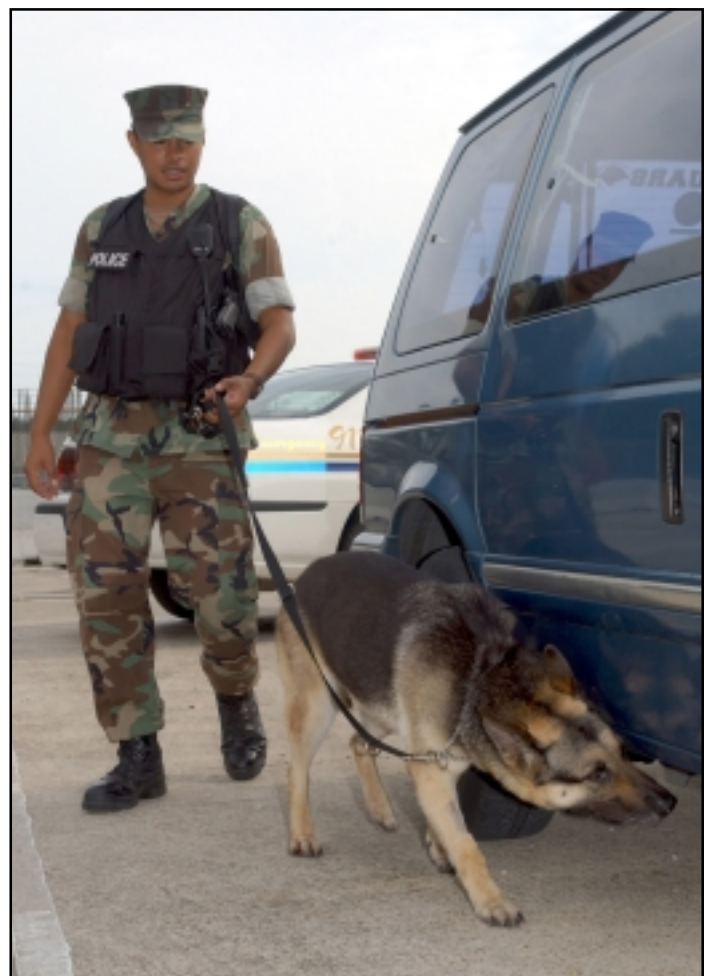
It seems that at this time it makes the most sense to either change jobs to a CREO A Rating or finish a full sea tour on a first enlistment. Currently, only QM2 and SM2 first term personnel are able to negotiate orders that require six years of service.

The Navy will always need good sailors and good watchstanders and if the detailers have learned anything over our time here, it is that the Navy has a lot of good QMs and SMs and doesn't want to lose them.

As usual, we welcome phone calls, e-mails, Team Detailing messages, etc; we are always happy to hear from the fleet.

Master-At-Arms

Enlisted Detailer assignments for MA are as follows:



Dog handler, Master at Arms 2nd Class Jonathan Hidgler walks through a field training exercise with Hesta (dog). U.S. Navy photo by Photographer's Mate 3rd Class Jennifer Rivera.

- MA E7-E9 Detailer: MACM(SW) Huetson, DSN 882-3730
- MA E6 Detailer: MA1 Burpo, DSN 882-3750
- MA E5 Detailer: MA1(SW) Fisher, DSN 882-2431
- MA E4 and below Detailer: MA1(SW) Mahan, DSN 882-4637
- GENDET/GTEP: MA1 Clemens, DSN 882-2344

Conversion to MA is still open, however 1st Classes and Reserves (all paygrades) are no longer being accepted. PTS submission for MA must be screened by the command and meet all requirements prior to the submission.

Personnel not meeting the minimum requirements outlined in MILPERSMAN 1440-010, will not be accepted into the program.

CMAA's are highly encouraged to work with the Command Career Counselor in ensuring all personnel applying for MA via PTS are fully screened prior to the PTS submission. Remember, these people are the future of our rate. Let's make sure they are qualified first!

Ship's Serviceman



Ships Serviceman 2nd Class Toshua Davis from Greenville, N.C., is a full-time barber for the U.S. Navy Ceremonial Guard. The unit is made up of hand-picked sailors reporting directly from Navy basic training, who are specially trained to perform various military ceremonial honors. U.S. Navy photo.

Greetings fellow SHs, I'm Senior Chief Manalata your new Leading SH Detailer. I reported onboard from the USS HARPERS FERRY (LSD-49)/USS GERMANTOWN (LSD-42) out of Sasebo, Japan.

It will be a pleasure to serve our community during my tenure as your detailer.

We are here for the SHs, "Navy First, Sailors Always". If you have any questions or concerns, we are here standing by to assist. Please "help us to help you!"

Fair winds and following seas to SHCM Pat Alamillo on his new assignment to the USS Blue Ridge (LCC-19) homeported in Yokosuka, Japan.

Religious Program Specialist

Hello, I want to take a moment to thank all the RPs who helped me throughout the last three years while I have been serving as

your detailer. It has been my honor to work with you, and for you. Of all the jobs that I've held over the last 23 years I've never done anything more demanding or I think more important. I've tried to be fair and to address special situations as they came up. I've also tried to make sure that I provided you with good career choices.

The senior enlisted community has been professional, supportive and set a good example for the community at large. I feel that I have always had the complete support of the Chief of Chaplain's and Headquarters Marine Corps. This has been absolutely essential for my success in this job.

The next few months will involve a lot of change for the RP community. In July JOCS(SW/AW) Michael Hart will take over as the JO/RP detailer until RPCS(SW/AW) Michael Hutchins gets here in October to become the RP detailer. From November on, RPs will be detailed independently of any other rating. I can tell you that without a doubt both of these men need your cooperation and faith. They will try and find you the best job available. It is necessary that each person who enters the negotiation window understand that you must maintain your sea/shore rotation. It is not fair to your shipmates to ask for that shore-to-shore transfer. There are occasionally times when special consideration is necessary but those are the times when it is appropriate to use the programs set up for these situations like EFM and HUMS.

When negotiating orders I strongly encourage every RP to be realistic. If you can attend CREST early in your career, do so (some things are easier when you are younger). That said, don't try to do it if you have health problems that will cause you to get hurt. If you get dropped from CREST, the command you were on the way to doesn't get you and must start all over at the beginning of the negotiation process guaranteeing at least a nine-month gap. That makes it very difficult for the Chaplain who is waiting for you to report. Know your own capabilities and limitations, if you are struggling to keep up in an RP2 billet, don't apply for an RP1 billet on JASS. If you are out of shape and struggling with the physical fitness test, don't apply for a job that requires CREST. Take the ship instead.

If you had an overseas command for your last sea duty, take an FMF billet or ship next. It is up to you to have a successful career; make good choices. If you are on a ship or at an FMF or SeaBee unit, get your warfare pin; it will hurt your advancement opportunities if you don't. Excuses will only hurt you; those advanced over you won't be the least concerned that you had a good excuse not to get that qualification. You have a great deal of control over your own advancement, do everything that you can to be competitive. Get those qualifications when at sea and the off-duty education when on shore duty.

Again, it has been my pleasure to be your detailer, I've had the rare opportunity to work with a professional and driven community who has an involved officer corps. I wish you all great success in the future.

PERS 402JO

Journalist

The JO community is as healthy as it has been for some time. Manning is over 100% so you cannot sit back and wait for that advancement to come to you. You must go after it. Study, study, study until you advance to the next Petty Officer level, that is your current goal. You must also, from the time you put on your third class crow, be working on your chief's board. If you wait until you

make first class to prepare for chief, it is already too late, you've probably missed the boat on being competitive. Take the next challenging job at every transfer. Take the hard sea duty, earn every qualification you can and get every professional experience. Vary your commands; loving broadcasting and only doing broadcasting doesn't show your ability to be the well-rounded journalist able to do every facet of the job. Advancement boards look for a leader who can do it all. Thank you for the opportunity to serve our community. JOCS(SW/AW) Hart is now the JO detailer and will take on the Lithographers in November.

PERS 402JO

402C

Operations Specialist

We want to welcome aboard OS1(SW) Guy Hurkmans, from COMDESRON 50. He has assumed duties as the OS Schools Coordinator and OS1(SW) Dulaney has assumed duties as the E1-E4 Detailer.

If you are an AEGIS OS looking for shore duty and want an opportunity to excel in a highly demanding billet, we have jobs available at the ATRC's in Yokosuka, Japan and Wallops Island, VA. Also, Senior OS's are needed at sea in the PACFLT! If you are returning to sea and want a more diverse selection of sea duty billets ... go west.

There are very few Mayport/Jacksonville and shore duty San Diego billets, so before calling your detailer and requesting only one of these, please have a second and third option. We get many calls asking for these locations; remember, as you advance in-rate, the probability of staying in a specific area will be more limited.

Sonar Technician (Surface)

You may have noticed the past few JASS cycles that ship billets for the LANT Fleet have been limited. The most common cause for this situation is Sailors not adhering to their sea/shore rotation. Sailors who do not stay within the established rotation do not help their professional growth and cause shore duty billets to become gapped. Extensions for sea duty will only be granted if in strict accordance with the Enlisted Transfer Manual. The extension should be submitted 9 – 12 months prior to PRD (PARA 3.112). Extensions, if granted, will be in 12-month increments; less than 12 months may be approved for special circumstances. (e.g., to complete deployment, etc)(PARA 3.114). The shore duty jobs that are on JASS right now are hard and career enhancing. Consider taking the hard job vice extending onboard your present Command. Your professional growth as a Sonar Technician can continue on shore duty just as it does on sea duty.

Torpedoman's Mate

Due to the loss of our IMAs at Yorktown and New London, shore duty on the east coast is very limited. Many TM's are waiting to the last minute to choose their next assignment. Start planning your next move at your 12-month mark. Have alternatives, which do not include billets in the same geographical location. Currently there are too many people assigned out of rate making it difficult to release you to Special Programs. This imbalance is being corrected; however will take time to complete. If you are a TM1/

TMC serious about advancement, you need to consider a Forward Deployed Naval Forces (TYPE 4) tour.

Electronics Technician

With a great number of you correctly deciding to stay in the finest rate in the Navy, successful negotiation takes PRIOR PLANNING. Our rate is affected by all of the new Force Shaping programs. Your "perfect set of orders" should increase advancement. Do not wait until the last minute to try to get orders; you are only reducing an opportunity for you to get that "perfect set of orders."

If you see an "i" on the JASS results, ask your CC to look at the detailer's comments. We make every effort to ensure notes are included to inform you of why you were ineligible. Do not continue to apply for these billets.

Review the PTS NAVADMIN. If you are a first-term sailor who has to obliserve for orders, you need to obtain PTS approval. When submitting PTS, be careful for what you ask for! If you ask to convert/cross rate via PTS, and receive approval, it is a done deal. Finally if you are coming off of shore duty and do not have a Warfare pin, plan on going to a ship. It is what the Navy is all about and crucial in any successful Navy career.

Mineman

The last *LINK/Perspective* article dealt with a balanced career path. This article will be stressing realistic career expectations. Mineman are highly specialized at sea and ashore. Unlike some



Mineman 1st Class Jayson Calton, from Booneville, Miss., prepares to lower the AN/SLQ-48 Mine Neutralization system in the training pool at the Mine Warfare Training Center.

ratings, we have numerous job positions within our community ashore. These consist of our seven MOMAU's, COMOMAG, SIMA, ATG, MWTC, FTSCLANT, COMINWARCOM, COMINWARCOM OPDET and various others. Because of the overwhelming number of vacancies ashore, we must stay within the community. Some Sailors will be released to "special programs" based on solid 5yr/6yr GUARD reenlistment commitments to the Navy. Primarily for sea duty, we have MCM's, MHC's, and each MCMRON. Sea duty outside the community will be examined case by case, e.g. going to an afloat 3M Coordinator billet. MCMRON staff duty is critical that MNC's have up to date quals and are in

tune with Mine Warfare, so selection is key.

As always, Mine Warfare continues to “Lead the Fleet”.

Sailor Advocacy through Interactive Leadership (SAIL)

NPC has adopted this philosophy focus from just filling billets to assisting the command retention team in helping sailors to make informed and sound career choices. Unfortunately the term “advocate” has been twisted and defined by many to mean giving the individual exactly what they want. Our mission is to take care of all Navy Enlisted personnel and their families, while meeting the personnel distribution needs of our Navy. We must assign all personnel in accordance with Navy directives and policies to meet both the needs of the Navy while striving to satisfy the professional and personal goals of the individual. Desires for orders in a specific location, obtaining a sea tour waiver for promotion or attending another “C” school is not always possible.

To maintain the Navy’s retention levels project SAIL must be a team effort. Command leadership should be involved continuously; hold professional development boards and update Team Detailing spread sheets. To avoid missed opportunities, early contact with the detailer is a must. This will build a better understanding of the detailing process and help create realistic expectations for both the sailor and their chain of command. All too often, a sailor’s first contact is after their JASS window has expired. We are focused on the needs of the Navy and the Sailors desires. Common causes of Sailors not getting their desires are the result of not knowing their PRD, how to apply on JASS or simply what their options are. It is important that billets at sea are filled. Get the knowledge early and plan ahead.

402D

San Antonio (LPD 17) looking good

The building of the first of the LPD 17 class, the future *USS San Antonio*, is progressing rapidly in Avondale, LA. With the construction of its flight deck, installation of its stern gates and the lifting into place of its final bow section, the ship is its full 684 feet long and resembles other amphibious transport docks. After the installation of its two Advanced Enclosed Masts/Sensors, the ship now displays its unique profile, unlike any other Navy ship.

The LPD 17 will be a fully capable amphibious ship, able to support all types of Marine Corps helicopters and future tilt rotor aircraft from its flight deck, LCACs and Advanced Amphibious Vehicles from its well deck. The diesel-powered ship has extensive communications and connectivity potential through its SHF, EHF

and Challenge Athena systems. For self defense, the ship will have Ship’s Self Defense System (SSDS), two rolling airframe missile launchers and two Mk 46 30mm close in gun systems.

In LPD 17, the Shipboard Wide Area Network (SWAN) uses air blown fiber optics technology to provide computer and network access to every manned space on the ship, including berthing spaces. Those berthing spaces will be remarkable as well, with the crew of 361 and as many as 800 troops enjoying the new bunk design with ample room for sleeping or sitting up to read or write.

In July, San Antonio will be christened and by September members of the Pre-Commissioning Crew will begin reporting. Many prospective crewmembers have already received orders and have begun the training enroute to the ship. The shipyard will deliver the ship to the Navy in November 2004 and the commissioning of USS San Antonio will occur in the spring of 2005.

Every ship’s crew that I have served with has been special. However, there is something extra special about the men and women who will crew a new construction ship, the first of a ship class. If you have what it takes to be “extra special” put in for *San Antonio* – we still have room – or you can wait for *New Orleans* (LPD 18), *Mesa Verde* (LPD 19), *Green Bay* (LPD 20) or *New York* (LPD 21). For more information check www.pms317.navy.mil

CMC PCU San Antonio



The amphibious transport dock ship San Antonio (LPD 17) is under construction at Northrop Grumman Ship Systems Avondale in New Orleans. San Antonio will house a crew of 361 sailors and as many as 800 troops. The shipyard will deliver the ship in 2004 and it will be commissioned in 2005.

New Construction

| HULL# | NAME | DELIVERYDATE | HOMEPORT | DETAILER |
|--------|-------------------|--------------|------------------|----------------------|
| DDG 92 | MOMSO | JUNE 2004 | EVERETT, WA | OS1(SW/AW) HILL |
| DDG 93 | CHUNG-HOON | APRIL 2004 | PEARL HARBOR, HI | ET1(SW) DETJE |
| DDG 94 | NITZE | SEP 2004 | (1) LAN | EMC(SW/AW) SARMINETO |
| DDG 95 | JAMES E. WILLIAMS | SEP 2004 | (1) LAN | YN2(SW) SISSON |
| DDG 96 | BAINBRIDGE | MAY 2004 | TBD | TM1(SW) EVANSKI |
| LPD 17 | SAN ANTONIO | NOV 2004 | (1) LANT | HTC(SW) DELPRIORE |

If you have any questions or concerns, feel free to contact a New Construction Detailer or check us out on the web at www.persnet.navy.mil/pers409 for more information on New Construction job opportunities.

Hello from your Detailers. First, let me say congratulations to the newly selected Chief Petty Officers. Pat yourself on the back for the sustained superior performance and the high standards that got you into khakis. My best advice to you now is to get out there and get a Senior Chief's job! There are lots of important jobs available and it's a big world – see more of it! Don't stand still now, establish yourselves in the Chiefs' Mess and set yourself up for continued excellence. With increased responsibility you now have a greater impact on our Navy. It is up to you as Chief Petty Officers to be the example and mentor the Sailors who will relieve you someday.

Secondly, since the last *Link-Perspective* edition, we have changed High Year Tenure for E4's, adjusted SRB levels and implemented Assignment Incentive Pay. If you would like more information on these programs, call 1-888-U-ASK-NPC or go to www.staynavy.mil. We have also commissioned the latest Nuclear-powered aircraft carrier, the USS RONALD REAGAN and will soon be detailing the initial increment of manning for PCU NORTH CAROLINA.

Last edition, I discussed the do's and don'ts in maintaining CONSUBPAY. This edition, let me discuss the best practices in getting the orders you want out of our system. To enter the order negotiation process with realistic expectations you should engage your chain of command and Command Career Counselor to assist you with forming a good view of what the Navy needs from you. Plan for success and take the following actions:

- Review JASS and Team Detailing with your CCC about 13 months prior to your PRD. This will give you a feel for what job types may be available when you enter the negotiation window. Discuss your expectations with your CCC and chain of command.
- Between the 13 and 10-month points, engage with us via your CCC and the Team Detailing portal. We can update you on open billets and the needs of the Navy. Most importantly, you can provide your preference list so we can start working for you. This is one of the most crucial times for you because we need this interaction to tell you what to expect and respond to your transfer desires with professional career advice.
- Contact your Detailer at the 10-month point and discuss assignment opportunities. We recommend having a minimum of two or more locations/jobs in mind. There are many ways to contact your Detailer: phone, email, JASS, Team Detailing, fax or a visit. Too many jobs go unnoticed in JASS as the detailers receive numerous phone calls asking what jobs are available. View only JASS is available for your use at home and the CCC can help you review and apply for jobs at work. Remember you can apply for up to five jobs with priorities 1-5.

ET(SS) Navigation

The Navy Enlisted Classification (NEC) Code 14NV identifies accomplished E6-E9 personnel capable of serving as Assistant Navigators (ANAV) supporting 139 sea & shore billets. Even though

submarines are billeted for a CPO, this NEC is in such demand that PO1s who possess this critical skill set are filling some of these positions. PO1s that are already performing at the level of a CPO have a tendency of being selected. ANAV is a normal part of the Navigation ET career path. Navigation ET1's going up in front of the CPO selection board that have not qualified ANAV may find themselves at a significant disadvantage in the future.

The time to qualify is now! When using JASS, make sure you plug 1001 in the NEC block to view the jobs available to submarine navigation ET's.

ET(SS) Strategic Navigation

Graduates of 14SM/14XM "C" School can expect to return to sea, regardless of their current sea duty counter, for a minimum of 2 years, because of the numerous sea duty billets that are available. The Navy Enlisted Occupational Classification System (NEOCS) Board recently established NEC 3329 as requested by the Director Strategic Systems Programs.

This new NEC will identify Sailors who have attended only the D5 Backfit SWS Navigation Maintenance portion of the 14XM pipeline. Graduates of CIN A-193-0440 who have not completed the bulk of the 14XM pipeline should request NEC 3329 and removal of 14XM via NAVPERS Form 1221 via their respective chains-of-command.

In doing so, Sailors will ensure that the detailers understand the need to send them through the remainder of the 14XM pipeline at the next available opportunity. When using JASS you plug 3323, 3324, 3327 or 3328 in the NEC block to view the jobs available to you.

ET(SS) Communications

There are a few empty seats for some "C" schools. On a case-by-case basis PERS 403 will entertain sending some sailors to "C" school and then rotate to shore duty with no obligation to return to sea. You will not be eligible for a "STAR" reenlistment with accelerated advancement unless you reenlist for a minimum of five years. But, for a four-year reenlistment you get the school and follow on assignment to shore duty provided your Prescribed Sea Tour has been completed. When using JASS, you plug 1002 in the NEC block to view the jobs available to submarine communication ET's.

MM(WEPS)

Many of you are relishing the excitement of the new brotherhood you have entered, but the hardest challenge of your career is now ahead of you. In my previous article I wrote about Diversity. Diversity helps build a strong resume that will show a wide range of experience and leadership that you can bring into your new position.

Those of you onboard Tridents will now be going to run the room on a Fast Attack Boat. Ask for help from your fellow Chief's, especially your Squadron TM, whom you need to engage with daily. My last point is JASS. When using JASS you plug 3702 in

the NEC block to view the jobs available to submarine MM(Weps).

Mess Specialist

This is an exciting time for MS's. As Sea Warrior continues to roll out, you are at the forefront. MS is one of the first rates to prototype the 21st Century style detailing. Make sure you have filled out your individual survey on the Web Site NKO. In other news, MS3's cannot be advanced to MS2 by reenlisting "STAR". MS's are not on the Career Schools List and have not been since June 2002. Make sure your Command has the latest Career Schools List, NAVADMIN 189/03. Also, the SRB has dropped from 4.0 to 3.0 for first term reenlistments as we continue to shape the junior manning. The new E-4 High Year Tenure requires an E-4 that wishes to reenlist past 8 years total Naval Service to request HYT waiver. These requests will be reviewed on a case-by-case basis, but for the most part will not be approved.

Nuclear ET's/ EM's and MM's

You're undoubtedly wondering what you can do for shore duty that's job enhancing, exciting and challenging. Please consider this. There is STILL a need for sea returnees at Prototype, Nuclear Field A School (NFAS) and Nuclear Power School (NPS). As an instructor on shore duty you are in charge of the future of our Navy as you mold young sailors into the operators that the Fleet can depend on and be proud of. Additionally, there are many opportunities to further your own education with colleges that are willing to work with your schedule. You also have the ability to earn your Master Training Specialist and Qualify EWS or PPWS. Additionally some exceptional Sailors can qualify EOOW. This is a great opportunity to break up your sea tour and see a different part of the world.

For instructor duty, we need an approved 1306 and copies of your last two evaluations. The screening process ensures we maintain the highest quality Sailors in these important billets. We can waive up to 18 months of your first sea tour and 24 months for second tour Sailors for NPTU duty, up to 6 months of your first sea tour and 12 months for second tour Sailors for NPS and NFAS. Check the Enlisted Transfer Manual section 9.56 for the specifics.

The fourth Virginia class submarine, PCU NORTH CAROLINA (SSN 777) is scheduled for initial manning in June 2004. We are taking 1306/7s for candidates now. Submarine qualifications and senior in-rate qualified are the minimum requirements. New construction duty is a great duty! If you have ever wondered why or how a certain piece of equipment got to where it is, going through design school and building a boat will explain it all.

Nucs are needed on tenders, especially ELT's. If you want to transfer from your command at your 3-year point, we can offer you Guam or Italy. The tour length is 2 years – it's great duty and you have some great options at your PRD. You can OTEIP and do a third year, you can do a 2 year follow on shore tour at a continental based IMA, or you can even screen and do a prototype tour. Call us and find out about tender duty.

What other jobs are out there for Nuclear Trained Individuals? How about a challenging tour as a Nuclear Recruiter? At four years of sea time, you are eligible for Nuclear Field Recruiting. We can't promise you an exact location, but we can get you in touch with the head recruiter of the district and they can tell you what billets are

open.

This is a chance for you to get out to different parts of the country and live near your families and help mold the future of Nuclear Power. You will also receive Recruiter Selective Duty Assignment Pay. There are 31 different districts with 271 nuclear billets, so there is a great chance that we can get you to the area of your dreams!

Finally we are always looking for hard charging top-notch performers for Submarine NR-1. This prestigious platform will allow you to qualify watch stations that you would not be able to qualify on a regular submarine. They also perform some very interesting missions. Call for more information.

Nuclear Chiefs

MMCS(SW/AW) Ricky Sawyer has relieved MMCM(SW/SS) Brad Ross as the Surface Nuclear CPO Detailer. MMCS(SS) Mike Ciko remains the Submarine Nuclear CPO Detailer.

As most of you know, our manning at the nuclear field training commands is suffering – it's my number one priority when you call looking for shore duty. These commands continue to provide opportunities in training the next generation of nuclear operators, improved advancement prospects, and an excellent time to complete your degree.

As I discuss above, when you call us to negotiate your next set of orders, have in mind what your top two or three priorities are. That way, we can work together towards a win-win agreement and match your needs with the Navy's priorities. In fact, your assistance in helping us positively shape the expectations of your Petty Officers early in their negotiations is much appreciated.

On the surface side, we have the upcoming re-alignment of the fleet as the USS VINSON heads to the Norfolk area, the USS STENNIS changes homeports to Bremerton, and the USS REAGAN heads to San Diego. These moves could offer opportunities to some CPO's who desire to stay in a particular area. You may end up doing some time away from your desired homeport, but a lot of you may be able to stay in the homeport you desire. If this is what you want, and desire follow on sea assignment, submit your 1306/7 to MMCS (SW/AW) Ricky Sawyer as soon as possible.

On the submarine side, we need hard charging CPO's to screen for the PCU NORTH CAROLINA (SSN-777). If you are looking for orders to SSN-777, submit your 1306/7 now to MMCS (SS) Mike Ciko. Final selections will be made sometime in the first quarter of FY04.

**Not sure how to
assist a customer
from the fleet?
Refer them to our
Customer Service Center
at
1-866-U-ASK-NPC or
www.staynavy.navy.mil**

Greetings from the Aviation Detailers Shop. As Sailors read their rate articles they will continue to notice common themes among them. Detailers will be disseminating information on the "Assignment Incentive Pay" program, while other detailers are focused on NEC reutilization and "Perform to Serve" issues. The fact remains, as training requirements increase, combined with a shortage of specialty-trained people in some rates, Sailors having specific training or experience may find their future assignment limited in order to maximize available people to maintain fleet readiness. We are committed to placing the sailor in assignments they desire, however we must weigh it against the Navy's current requirements and operational needs.

Aircrew AW issues

There are several issues that are having an impact on the aircrew distribution process. One is financial, and the other is inventory. The numbers of Aircrewmembers that are available for distribution are not in the pay-grades the Navy needs. We are undermanned at the E5 pay-grade. While at the same time, we are over-manned at the E6 and E7 pay-grades. Additionally, we will continue accessing new Aircrewmembers to help fill the gaps that exist now, and in the future. The accessions are filling all of our school seats, and are creating some backlogs at many schoolhouses. We cannot train them fast enough to get them to the fleet. However, we must hire these personnel or we will be in worse shape in the future. The constraints at the schoolhouses are slowing replacements to deploying commands, while the shortage of E-5s rolling to shore is creating gapped billets on shore.

Our Enlisted Community Manager (ECM) is diligently working to reshape our community since it is much easier to manage a rating than a special program. For AW's, promotion numbers have been set to reshape our rating. So to improve retention for selected aircrew, NEC SRB levels have been increased. Also, Career Enlisted Flyer Incentive Pay (CEFIP) has been increased to keep flyers in the aircrew program. Refer to NAVADMIN 191/03. This is great news, but it will take time for DFAS to update all CEFIP records. Please be patient. Each command should have a CEFIP coordinator to coordinate flight pay issues with PERS 404EC2.

Additional updates: An AWCM sea duty billet has been established on each carrier

in operations. This has increased our AWCM promotion rate for the last cycle, and should have a very positive impact for the next and future cycles. The end result will be improved promotions for all pay-grades as our rating structure absorbs these billets and a better sea/shore rotation at the E9 level. TSC Puerto Rico has been disestablished and most of those billets have moved to a new command, SOUTHCOM Sea Detachment, in Jacksonville. HS and HSL have established WTUs in San Diego. Expect to see Assignment Incentive Pay (AIP) for our overseas TSCs. Sigonella and Misawa are active now. Keflavik will be on-line next.

SAR/Utility Aircrew NEC reutilization

There has been a lot of change with respect to funding and detailing in recent months. During this time, many of you may have been introduced to the term NEC reutilization. The thought process behind this new style of detailing is increased performance due to the retention of type/model/series experienced personnel within their community. This is not to say that aircrew are going to be locked into one NEC for their entire Naval career. However, NEC reutilization allows the detailers to focus on eliminating some of the additional training costs associated with platform transfers. There are going to be variables that will affect NEC reutilization. Take for instance a Rescue Swimmer with the NEC 8205 (MH-60 Rescue Swimmer) due to roll to shore duty and desiring orders to NAS Whidbey Island SAR. In this scenario, the member would have to receive training for a different T/M/S aircraft due to the absence of H-60 helicopters at shore SAR stations.

Aviation new construction/ decommission/transition/ PDS

Greeting from the desk of Aviation New Construction, Decommissions, Aircraft Transitions and Permanent Duty Station Changes (a.k.a. Home Port Change) Detailer. It's been almost a year since I published an article concerning the following topics. The reason for this is that any details in this area are under a constant state of change. Any information regarding schedules that I publish, will more than likely be incorrect by the time this goes to print. So I decided to answer some of the more common questions that I receive on a daily basis.

Q: Can you tell me when a specific F/A-18C or F-14 command will transition to the Super Hornet?

A: There is a published list that I keep at my desk called the Transition Support Process Action Team (TSPAT) Plan. This document is a living document and changes are being made continuously. I will be glad to share with anyone who calls all that I currently know concerning the Super Hornet Transition plan; however, I remind everyone that changes can happen at anytime.

Q: My squadron has been identified to decommission. What will happen to me now?

A: It depends on your PRD and your Prescribed Sea Tour (PST) or Normal Shore Tour (NST). Chapter 12 in the Enlisted Transfer Manual (NAVPERS 15909G) is devoted to Activity Deactivation. Paragraph 12.05 contains an easy to read decision logic table that can answer your specific questions that pertain to reassignment. I would suggest that anyone attached to a command that has been identified to decommission become familiar with Chapter 12 of the ETM.

Q: Are there any specific screening requirements to PCS to a transitioning command?

A: Members volunteering for or ordered to duty in transitioning aircraft squadrons must meet the following requirements:

- No indebtedness problem of a serious or chronic nature.
- No history of instability or serious health problems of a probable recurrent nature during the past 12 months.
- Members in paygrades E1-E9: No evaluation mark below 3.0 in any category or below 3.0 overall during the previous 24 months.
- Evaluation marks received from recruit training command, service school commands, on members who have never served at a permanent duty station, or marks received during active duty for training for USNR members, are not considered disqualifying for duty in transitioning aircraft squadrons.
- No prior conviction by courts-martial, nonjudicial punishment, and no civil violations other than minor traffic offenses for the previous 12 months.
- Member must be able to complete OBLISERV requirements for current or prospective paygrade prior to High Year Tenure.

Air Traffic Controller

I would like to address career progres-

sion vs. location in this article. It never fails after a promotion cycle how many people have not planned for or are unwilling to relocate. You should always be planning your next career progression job and understand that you may have to move if promoted. Remember sailors that are not LIMDU are worldwide assignable which means they can be assigned anywhere billets exist, not just in one location. At each Chief/LDO Board debrief I hear the speaker saying—those that have taken the tough jobs, and relocated their families to meet career progression fare better than those remaining stationary. Sea Warrior and Task Force Excel particularly will review your career path and allow you to select only from those billets considered career enhancing. Think now—Move to improve.

This is the last article I will write as PERS404DF, and I want to say what a pleasure it has been working for all of you. Though there are lots of challenges ahead, our future has never been brighter. Retention remains just below Navy averages but still high for our community, which speaks loud and clear of the great leadership and mentoring being provided by all of you in the fleet.

By the time this article hits the water-front my relief and his assistant will have checked on board. The newly created AC1 billet here at Navy Personnel Command will bring a higher level of service to our community. My relief will navigate the rating into Sea Warrior ensuring smooth voyage through the challenges of distribution—welcome aboard and to all of you thanks for the opportunity to serve.

AD

The demand for highly qualified sailors in the fleet will never change and unfortunately there are undesirable billets that must be filled by those qualified sailors. Therefore the Navy has established an excellent way to reward sailors who fill these hard-to-fill billets and it is called (AIP) Assignment Incentive Pay. This new program allows the sailor to bid to receive a specified amount of incentive pay per month for their next duty assignment. This gives the sailor a great opportunity to earn extra cash each month throughout their tour at that particular duty station. Contact your Command Career Counselor for more details and restrictions.

When you are up for orders it is important before negotiating with the detailer to make sure that your page two is up to date with your local PSD. Ensure your number of dependents is updated, eliminating future order modifications to reflect the correct

number of dependents.

With current world tensions, budgets for transfers are being monitored more than ever. It may be necessary for you to do another tour in your present geo-location or stay on the same coast in order to conserve funds depending on current Navy needs. Your detailer will try to work with you to best fit your career goals for assignment with the needs of the Navy.

AE

Greetings from PERS404CE. Looking for a way to get college credit on the Navy's dime? Want to do better on Advancement Exams? If your answer is yes, then AAIWSM C-1 School might be for you. The C-1 School is a 201-day course taught at NATTC Pensacola FL. Service members are cut PCS orders to the School and receive the 6701NEC upon completion. The Navy will be looking to use you in this NEC when looking for follow-on orders. The eligibility requirements include being an E4-E6 AE with at least four years active duty. A strong Math background involving the basic fundamentals of algebra is needed. Applicants must have completed Navy Courses Mathematics Vol. 1 NAVEDTRA 10069-D1 and Mathematics Vol. 2 NAVEDTRA 80062 prior to reporting onboard. For more information about the course or the area contact the Schoolhouse at DSN 922-7403 / COM (850) 452-7403.

We all know communication is the key to success when negotiating orders. With that in mind, all hands need to be aware that we have reorganized the AE shop. PERS-404CE1 will be handling all E-6's, while PERS-404CE2 will take over responsibilities for E-5 matters. In addition to a few code changes PERS-404CE3 has been established to handling all E-4 & below and AE 'A' School detailing. To assist us in providing prompt answers to your questions, please contact the appropriate detailer.

Team Detailing. What is it and what does it mean to the Sailors in the fleet? It is an up-front detailing process that allows the CCC and service member to give the detailer an advanced preference on what the service member is interested in doing and their preference in location. It all starts at the 13-month mark from the PRD and will provide continuous communication until you are in the 9-month negotiation window. The CCC can then conduct the 12-month interview and input your desires and comments in the Team Detailing program. This valuable information is then placed into the service members' record and reviewed during the 9-6 month detailing window. This is a great program that is not being utilized by all com-

mands. Don't hesitate to ask your CCC about your detailers' comments.

Congratulations to all newly selected Chief Petty Officers.

Fact File: NPC Customer Service Center

This toll free customer service is your first line of information on all types of services that are available and what you are entitled too. Please use the following numbers to contact the center 1-866-U-ASK-NPC / DSN 882-5672.

AM

Today's Navy operates in an ever-shifting environment that requires us to be adaptable and ready for change. Some recent changes that affect our Sailors are highlighted below.

PTS: AM3 and below are now in CREO group 3. This means they MUST have submitted for, and received, a Perform To Serve (PTS) approval prior to negotiating orders. Once approval is received these Sailors should look not only at billets within their paygrade, but also at billets for which they hold the specific NEC or platform experience. Please do not wait until the last minute as this could adversely affect your chances for PTS approval and reenlistment.

HYT: High Year Tenure is now eight years vice ten for AM3's. This change can drastically affect Guard 2000 options for first termers. Length of reenlistment, SRB and billet choice could be limited. Your CCC can explain how this specifically affects your GD2K reenlistment. The best way to avoid HYT issues is to promote so hit those books and study for that advancement exam!

NEC Reutilization: This is a hot topic. It makes good sense to reduce cost and produce technical experts by reusing prior experience. When looking for orders, as stated earlier, look at billets within your paygrade that also require NEC's and/or experience you already possess.

Communication: This isn't anything new but we'd like to emphasize the importance of communication with your Career counselor and detailer. We've recently heard from some of our Sailors that they were reluctant to call the detailer. We're metal smiths just like you who've worked the shop, the flight line and the flight deck. Most of us would rather be on top of the aircraft with a one-dash box in our hands but the Navy needs us here at NPC. Never hesitate to call the detailer. It's our job to meet the needs of the Navy but it's also our obligation to look out for the Sailor. We're

going to try our best to do both every time we talk to you. Mission first, Sailors always.

AO AIP, PTS and order negotiation

AIP: In an effort to fill certain "Hard Fill" billets, Assignment Incentive Pay (AIP) has been brought On-line. The procedure is done in conjunction with a JASS application. For jobs qualifying for AIP, the maximum incentive bid for that particular assignment would be listed. As sailors apply for these jobs they will input their AIP bid when submitting the JASS application. The final outcome is NOT based solely on who bids the lowest. It's also based on who is the best qualified for the job. If both are equally qualified in NEC, background, performance evaluations, etc., then the lower bid will probably win. We are trying to balance not only costs, but also putting the right people in the right job.

PTS: AOAN's and AO3's are now CREO group 3, this means they MUST have submitted for and received a Perform To Serve (PTS) approval prior to negotiating orders. Once approval is received these sailors should look not only at billets within their pay grade, but also at billets for which they either have a specific NEC or platform experience.

Orders Negotiation. Keep in mind that all paygrades have the same negotiation window. The orders negotiation window is defined as the six-to-nine-month window prior to the first day of a member's PRD month.

Early engagement by the command retention team and detailer prior to the sailor entering into the negotiation window will allow for better evaluation of career desires and requirements.

This allows the member to make a more informed and realistic decision on their next desired set of orders. Nine months prior to service members PRD, he/she will begin negotiating with detailers and applying for jobs via JASS.

During this period members should apply for jobs in keeping with sea/shore rotation, NEC held, GEO location etc. Members who fail to negotiate orders upon reaching their 6-month mark prior to PRD will be issued orders to meet fleet balance and MCA priority.

When negotiating for orders, remember most of our shore duty billets are on the West Coast and in areas that do not facilitate back-to-back tours in the same area. Making a PCS move for your next set of orders should be something to keep in mind when calling your detailer.

Take care and be safe, IYAOYAS.

AT

Heave to Shipmates! The opportunity to enrich your technical skills on the way to a degree is upon us.

The Aviation Detailers Shop has recently been granted additional allocations for the "AAIWSM C-1" School (CIN C-100-2012) for FY '04. The C-1 school features advanced electronic theory, upper-level mathematics and an introduction to electrical engineering. Graduates from this course not only earn the 6701 NEC; they also give themselves increased assignment opportunities. Confer with your Command Career Counselor to see if you qualify. Applications will be made via NAVPERS 1306/7. Take advantage of this in-depth training and become one of the elite cadres of "Super Techs".

Let's talk about Assignments, Flexibility and NEC Reutilization. As will always be the case, the needs of the Navy dictate the way in which we negotiate orders and assign personnel. We have an ever-increasing need to maintain experts within their career fields and are doing so by reutilizing their platform experience. This is vital to Fleet Readiness. Does this mean that a sailor will remain locked within a specific platform their entire career? Absolutely not. However, every first-term sailor should be looking within their platform to find their next assignment, and folks who have career NEC's can count on that platform being our priority in the search for available billets. Flexibility is crucial.

Many factors effect billet and training availability, ranging from current transfer dates, fleet schedules and readiness just to name a few. Remember that the needs of the Navy drive the whole system and there may be a need to shift your schedule to meet these needs. We will not always have the job you want in the place you want it; have a good backup plan. The best way to ensure that you get the most desirable assignment is to coordinate with your CCC early and utilize your entire negotiation time.

PR Smart choices and your career

With, Perform to Serve, Assignment Incentive Pay (AIP), SRB's, Location SRB's, Guard 2000, JASS, and the Internet, today's Sailor has a wealth of information to turn to when making a decision about where to go and choosing the best billet to enhance their career. On top of all the Programs and Electronic information available to you, there is also an unlimited amount of wisdom and experience near by. Your LPO, Branch CPO, Divisional LCPO, Command Career Coun-

selor, and CMC are available to help you make smart career choices prior to you negotiating for orders.

When Applying on JASS for orders, don't be afraid to make more than one choice. You are allowed to apply for up to 5 jobs on JASS, so I highly encourage you to do so. Applying for more than one job at a time gives both you and your detailer a better chance to find a billet that best fits your needs.

When making choices on where to go for your next set of orders, you'll need to choose wisely (i.e. if you are stationed in Rota, Spain, with 3 dependents, Misawa, Japan would not be a smart choice as your number 1 pick). With the Navy continuing to streamline it's budget, a same coast / ocean move would be the smart choice. Cross Country moves are becoming more difficult, so you are encouraged to look for orders in the same geographic location you are currently stationed in.

Think about advancement opportunities, earning your EAWS or ESWS (or both)? Always consider the impact of not only the new location but also type of duty as it relates to the skills you want today that lead to the promotion opportunity for tomorrow.

Don't be afraid to challenge yourself! If you want to go to a certain location, pick an "open" or a "hot fill" billet; your chances of getting the orders are much greater. Remember "rumor control" on a certain type of duty or certain location is most of the time just that, "a rumor".

If you have never experienced it yourself, don't knock it! You might find out a challenging job is just what you need to make your career take off, and the bad rumors on that certain location aren't all true, and it's really a great place to live.

Currently in the PR Rating, PR1 & PR2 (SEA DUTY) is still in high demand in the Norfolk, and Oceana areas. If you are looking for a challenging job and want the opportunity to move (West to East) Coasts, this is your best bet, as there are numerous "hot fill" billets in these areas.

In conclusion, we all have to work smarter not harder. The Navy's Retention rate is higher than it's ever been but transfer funds aren't as plentiful as they used to be.

We here at NPC are your advocates, however we are unable to work magic and can't always give you your number #1 choice of orders. There are plenty of opportunities for every PR to accelerate their career.

Talk to your Chain of Command, look in JASS, make smart, realistic choices, and don't be afraid to take on the hard job!



From 20 July 2002 to 6 May 2003, USS ABRAHAM LINCOLN was forward deployed on a Western Pacific Deployment. The Dental Department (pictured above with President George W. Bush) was a shining example of success. We made three deployments to other ships in the battle group: the USS MOBILE BAY, the USS SHILOH and the USS FLETCHER. We were able to transfer, via helicopter, a Dental Officer and two Dental Technicians with a mobile dental unit (including X-ray capabilities) to these ships. As a department we received numerous personnel awards and recognition. Command Advancement: DT2(SW/AW) Willis, DT3 Middleton and DT3(SW) Bohinick. DT1(SW/AW/FMF) Moravec (SSOY 2003), DT3(SW/AW) Carlos Valverde(JSOQ), DT3 Middleton, (BJOQ).

Dental Maxillofacial Prosthetic Technician (8765)

Are you looking for a challenge, true job satisfaction, and the chance to truly improve quality of life for your patients? Reconstruction of facial aspects through prosthetic manipulation and maxillofacial prosthetics is one of the most highly specialized fields in Naval dentistry.

You will experience a unique facet of the DT rating when fabricating these prosthetic appliances, which include but are not limited to: oculars, cranial plates, obturators, facial, ear, and nasal prosthesis. As an 8765, you will learn a challenging trade that depends on your artistic creativity as well as problem solving skills.

Technicians learn to use new materials and objectively create prosthesis that will drastically impact the quality of life of their diverse patients. The challenges posed with each patient offer a rewarding experience with the final product and patient overt appreciation.

The Maxillofacial Prosthetic School is located at NNDC Bethesda. For more information call DSN 285-4654.

NAVADMIN 160/03 High Year Tenure Limits

With the publication of NAVADMIN 160/03 the High Year Tenure (HYT) limits for E-4's has changed to 8 years. Detailers will be working closely with all E-4's affected by this change, particularly if they are in receipt of orders.

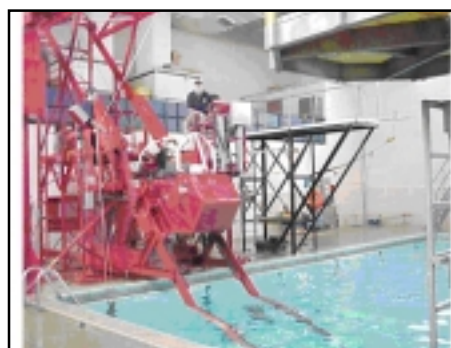
There are still some programs available to eligible E-4's to be promoted through STAR by applying for one of the following "C" schools:

Cardiovascular (8408), Amphibious Reconnaissance (8427), Physical Therapy (8466), Psychiatry (8485), Medical Deep Sea Diver (8493), Respiratory (8541), and Dental Hygienist (8708).

For E-4's currently serving in understaffed NEC's, HYT waivers are possible. Individuals that want to pursue a HYT waiver should submit their application ASAP. We strongly encourage your E-4's to get with their Career Counselors and Detailers to explore their options.

Attention Corpsman!

Are you looking for a rewarding career change? Well, look no further. The Aerospace Physiology Technician (APT) HM-8409 community is looking for top sailors that need a challenge. This is the ideal position for an E-4 through E-6 that needs a rewarding tour. Simply meet the requirements of the Manual of the Medical



Department and the MILPERSMAN and you can be on your way to a ten-week training course in Pensacola, Florida. Upon completion of the course, you will transfer to one of eight state of the art Aviation Survival

Training Centers (ASTC). With your teaching skills sharpened, you will instruct pilots and aircrew how to survive in emergency situations in the air, on the ground and in the water. Your efforts as an instructor can and will save lives.

There are also some unique opportunities as an APT including: a \$150.00 Hazardous Duty Incentive Pay for performing duties as a Low Pressure Chamber Inside Observer; earn the Master Training Specialist instructor Qualification; earn a college degree because the training schedule affords you the opportunity to attend college. The APT community has a remarkably high officer program selection rate. Additionally, a few hard working instructors at se-

lect locations are given the opportunity to become Naval Aircrew, Parachute Jumpers or SCUBA qualified. So, what are you waiting for? Contact the Enlisted Technical Leader: HMC(FMF/NAC) Dallas-Orr at DSN: 267-6185 or email at dallas-orrt@miramar.usmc.mil.

Preventive Medicine Technician (PMT) NEC 8432

What do PMT's do? As a PMT you will assist Medical Officers, Environmental Health Officers, and Entomologists with the performance of preventive medicine, occupational, industrial, and environmental health programs ashore and afloat. To achieve this goal, you will inspect facilities, analyze data and samples, investigate disease outbreak, report findings, interview contacts, identify disease vectors, instruct to prevent, and be able to do all these tasks proficiently and in a professional manner.

Where do they go? Preventive Medicine Technicians are deployable worldwide. The nature of the job of PMT's is such that there are few places in today's Navy we can't be assigned. A wide range of operational platforms and FMF units are usually available, as well as nearly all overseas Navy activities and many in-



*HM2 (FMF/PJ)
Rey O. Letada,
forward deployed
with SEAL
TEAM THREE*

CONUS shore billets too. We are first and foremost an operational NEC.

What's cool about the work? Prevention of disease is one of the most important functions of any military medical service, therefore as a PMT you are considered the "Technical Expert" and your reports with recommendations are seen at every level of your local Chain of Command.

Why is this cool? Because your hard work is seen by your whole COC, which in return can become very rewarding.



Ingram-Christensen Health Care Facility - Kuwait

HM's and DT's at the Marine Logistic Company in Kuwait. In order to come up with an appropriate name for the facility, the most junior Corpsmen and Dental Technician were asked to name the clinic. They decided that they wanted to name it after Mr. Robert R. Ingram, who was awarded the Medal of Honor for actions in Vietnam and Mr. Thomas A. Christensen, a Dental Technician who served in the Korean War and was awarded the Navy Cross for his actions there, and to date is the highest decorated DT. The call for "Corpsman up" is answered today with the same aggressiveness and tenacity to save our Marines as it has throughout our rich history.

Force shaping is underway

Congratulations to all of our newly selected Chiefs.

If you have not heard the news about force shaping, you have missed ship's movement. As the world changes, so must our Navy in order to meet the requirements to accomplish the mission. The Navy must become more efficient in its utilization of people and their skills. Finding the right job for the right Sailor is a major part of shaping the force. Force shaping happens many ways, including SRBs, High Year Tenure revisions, and rating mergers. This is where you, the deck plate Sailor, will feel a huge impact.

Force Shaping has already had a huge impact on the Cryptologic community. A good example of this is the merger of the CTT and EW ratings. With the merger comes more opportunities for some Sailors to experience sea duty, and for others to enjoy in rate shore duty.

Force Shaping will also affect the Cryptologic community with the inception of the new CTN rate. We take calls every day from Sailors desiring to be a CTN, asking what they need to do to assure them a spot in the new rating. For sailors that desire to be a CTN, and are negotiating orders prior to the CTN selection process, there is no magic answer to this question. We can tell you this: there are thousands of Sailors desiring to be a CTN, but there are only a few hundred planned billets initially. We recommend that if you desire to be a CTN, and are negotiating your next duty assignment prior to the CTN selections, do not set yourself up for disappointment by assuming you will be selected. Taking a duty assignment within your rotation will not preclude you from selection. Although each Sailor will be dealt with on a case-by-case basis, detailers will be reluctant to break Sailor's rotations to ensure Sailors are placed in billets slated for CTN. Bottom line, STAY IN ROTATION! This will enhance your chances at advancement no matter what particular career path you take or are selected for.

Now more than ever is a time for us all to take a very close look at recent Force Shaping Initiatives. Please pay particular attention to the NAVADMINS that were released this summer establishing and changing Force Shaping policies that affect Reclassification of Enlisted Type 3 Duty to Type 6 Duty:

- Perform to Serve – NAVADMINS 031/03, 050/03, 093/03, 131/03
- Assignment Incentive Pay (AIP) – NAVADMIN 161/03 – Please note that AIP is NOT applicable to sailors that do not have a sea/shore rotation.
- Reduction in E4 High Year Tenure – NAVADMIN 160/03
- FY03 Enlisted Early Transition Program – NAVADMIN 162/03
- SRB Adjustment – 159/03

It is vitally important that you familiarize yourself with these NAVADMINS in order to make informed career decisions for yourself and to counsel your sailors. The Force Shaping Initiatives are having a dramatic effect on the careers of our junior Sailors. The only way our junior Sailors can successfully navigate these changes is with guidance of their chain of commands.

The Job Advertising & Selection System (JASS) has been around for quite awhile now. However, there still seems to be some confusion about the process. JASS should be used during your negotiating window (nine to six months from your PRD). Sailors

within their PRD window should contact the Command Career Counselor when the JASS cycle starts to see what requisitions are available. Your Career Counselor can apply for up to five jobs for you. If you are selected for one of the requisitions that you applied for, you are no longer eligible to submit further applications. If you are not selected for any application submitted, and still have time left within your PRD window, you are eligible to submit applications during the next requisition cycle if you wish. During the three months that you are eligible to negotiate orders you will have six JASS cycles to submit applications. Understand that the JASS system was instituted so that each Sailor has a fair chance at applying for available jobs and to be selected for a particular requisition, an application must be submitted either by the Sailors Career Counselor or Detailer. Common mistakes made by Sailors are applying for jobs in another paygrade without previously coordinating with their Detailer, applying for jobs prior to the 9 month PRD window and applying for jobs outside of their rotation. Although it is possible to be selected for a requisition that is outside of your paygrade or outside your rotation, it is the exception, and certainly not the rule. You are encouraged to contact your Detailer at any time with questions or concerns.

You may have recently noticed a number of TYPE 2 sea duty requisitions advertised on JASS for DET Potomac for all CT ratings. The billets that generated these requisitions were moved from Diego Garcia to DET Potomac. The mission in Diego Garcia will now be supported via three TAD teams. Sailors selected for these billets will be expected to do at least two six month deployments to Diego Garcia during their three-year tour. The benefits of this tour are obvious; less extended time away from your families and the opportunity for sea duty within the beltway.

Please read the technical advisors' articles very closely. There is some very good information that will help you understand many of these changes.

Cryptologic Technician Technical/Electronics Warfare Technician

A fond farewell to the Electronics Warfare Rate.

Congratulations to EWCM(SW/AW) Lanham on his retirement. Fair winds and following seas. Welcome aboard EWCS(SW/AW) Jones. Senior Chief Jones comes from USS Milius, and is now the Senior detailer for the merged rate CTT.

Extremely motivated CTTs and EWs are needed for Special Warfare Combatant-Craft Crewman (SWCC). If you would like more information about this career opportunity please use the following link: <http://www.bupers.navy.mil/pers401/swccwo.htm>. There is a high demand for extremely qualified personnel to submit SWCC packages for the CTT mission on these combatant craft. Please refer to MILPERSMAN 1410385, MILPERSMAN 1830180, NAVMED P-117, and Manual of the Medical Department U.S. Navy Article 15-72 for the complete description of requirements for this program. You must be in top physical shape to apply for this program. This program is available only to male sailors. Everyone that has been eligible for advancement from E5-E8 has been selected

for advancement. That is a 100% ADVANCEMENT RATE since 1996.

Cryptologic Technician (Maintenance)

Congratulations to CTMCS(SW)Connie Jenkins on being selected as the new Senior CTM detailer. Senior Chief Jenkins will relieve Master Chief Knowles in the Spring of 2004.

Please pay particular attention to the technical advisor's article in this edition of the LINK. With all the uncertainty within the CTM rating, questions of if it will be disestablished and when, there is no better time than now to plan for the future. A large part of shaping that future is making the right duty assignment choice. If you have not been to sea yet and do not have a warfare pin it is more important than ever to consider a PCS afloat tour. Taking a challenging and rewarding afloat tour will ensure that you remain competitive in the future whether you remain a CTM, cross rate to another similar rating, or chose to convert to an entirely unrelated career field.

Cryptologic Technician (Communication)

Congratulations to the new Chiefs. Your hard work and perseverance has paid off. The good news is that your advancement means more pay and additional responsibility. Unfortunately it also means that you now have fewer choices for potential duty stations due to the limited number of CTOC billets. Those selectees that are currently under orders, please be prepared to possibly be diverted or to renegotiate orders. Those not under orders may now find themselves in excess and may also be diverted. To be safe, all selectees should contact the detailer ASAP, if they haven't done so already. If you're looking for a challenging billet related to Information Warfare/Information Operations then North Command HDGDIP in Colorado Springs, CO could be the billet for you. These billets will be available very soon.

Cryptologic Technician (Collection)

When you are looking at requisitions on JASS, please pay particular attention to the associated NEC. Some common problems recently encountered are Sailors applying for jobs coded NEC 9149 that do not currently hold the 9147 NEC and E-4 and below Sailors applying for jobs coded for 9502 Instructor duty. You must have the 9147 NEC to be considered for jobs coded with 9149 and you must be an E-5 or above to qualify for instructor duty. Do not hesitate to contact your Career Counselor or your Detailer with questions about JASS or any other phase of the orders negotiation process. They stand ready and willing to assist you in any way they can.

Update to Career Schools Listing (CSL): NEC 9131 Combat Direction Finding (CDF) has been added to the (CSL). What does this mean to you? This means that there could be a possible automatic advancement to E5 using the STAR program. See NAVADMIN 189/03 or contact your CCC for more info.

Cryptologic Technician (Interpretive)

SECOND LANGUAGES: The CTI rating is moving towards our stated vision of training linguists to be regional experts. To that end, there are many secondary and tertiary language opportunities available. Approval for secondary and tertiary languages must come via the detailer to the CTI Community Manager/TECHAD.

There will be no more Arabic-Chinese or Korean-Russian types of linguists. All secondary and tertiary languages will compliment the primary whenever possible. Exceptions will be made for those linguists whose primary language does not currently have a robust OPTEMPO.

Please note that these new language opportunities are limited to those languages and dialects for which we have a valid, stated requirement to fill. The CTI rating does not train in Greek, Italian, German or Japanese. Any CTI desiring a secondary or tertiary language must have a current DLPT score of L3/R3 in their primary language to be considered for more training.

Intelligence Specialist

The men and women of the Intelligence Specialist (IS) rating have a lot to be proud of. Our rating, in conjunction with a host of others, continues to drive real-world operations.

The recent successes in Fifth Fleet proved that our Sailors are a crucial part of our Navy's mission.

Although our Selective Reenlistment Bonus rates are not as high as they were last year, they are now targeted towards specific skill sets. If you are interested in obtaining a higher SRB, look at billets coded for the specific NEC the next time you are in your detailing window.

Change in Sea/Shore rotation for IS. Due to the manning situation of the IS E-4 and below (119%), the billets authorized vs. inventory for sea (306/124) and shore (23/107) as well as current/future advancement projections, CNO N2M has changed the Sea/Shore rotation for E-4 Intelligence Specialist rating to 42/24.

Reducing the length of shore assignments for E-4s allows the detailer to reduce the number of paygrade substitutions requirements for Navy and Joint assignments, and will allow more flexibility in fulfilling shore duty requirements as the community reduces the inventory of E-3 and below pay grades.

ASVAB Review. In September of 2002 the ASVAB formal analysis concluded that the ASVAB be raised to 108 AR + VE (with a waiver of 6 points) for entry into the IS Rating.

NEC Update: 3924. NMITC, N2M and CFFC have established a GCCS-M G-school (requisite) at NMITC. A "G" school designation will enable en route GCCS-M applications training prior to OPINTEL "C" school, eliminating redundant training and enabling an increase in analytic training and practical exercises in OPINTEL "C" school, including the use of the intelligence strike/expeditionary team trainers.

The OPINTEL course is designed to provide Intelligence Specialists the knowledge and skills to perform as an operational intelligence analyst and watch stander in any environment.

In this era of continual process improvement, your detailers remain your advocates. We are here to help. Call or email anytime you have a question or are ready to discuss future assignments.

SHORE SPECIAL PROGRAMS

SHORE SPECIAL PROGRAMS
PERS 4010

Opportunities in Shore Special Programs

PERS-4010 details to a variety of assignments such as Recruit Division Commander, Military Entrance Processing Stations, USS Constitution, USS Arizona Memorial, Navy Recruiters, Physical Security Duty, Brigs, Navy Absentee Collection Unit, Equal Opportunity Advisers, Drug and Alcohol Counselors, and Naval Leadership Training Unit Instructors.

We also detail Flag Writers, Flag Mess/Enlisted Aides, White House Communications Agency, Camp David, NATO, JOINT/PEP commands, Washington DC/Millington Staff placement, and "A" School Assignments.

For up-to-date billet availabilities please visit our website at www.bupers.navy.mil/pers4010/index.html or contact the appropriate detailler.

The majority of Shore Special Program Assignments require the completion of a command screening prior to orders being issued.

The screening requirements can be found in Chapter Nine of the Enlisted Transfer Manual. Additionally, NATO, JOINT, White House Communications Agency, Camp David, Flag Writer, and Flag Mess/Enlisted Aide billets are nominative positions, which means you must be interviewed and accepted for the position.

This is usually a fairly long process, if you are interested contact PERS-4010F, PERS-4010F1, PERS-4010F2, PERS-4010F3 or PERS-4010G for specific details.

Each week Shore Special Programs updates its "Hot Picks" on the PERS-4010 web page. "Hot Picks" lists Shore Special Program billets that need to be filled as soon as possible.

You can access Shore Special Program's "Hot Picks" by visiting the above-mentioned website.

Remember, if you are interested in PERS-4010 billets, you must contact your regular rating detailler and request to be released to

Shore Special Programs.

*Major Washington/MemphisStaff
Detailler PERS 4010F*

Flag Mess /Enlisted Aide Mess Management Specialist

Flag Mess/Enlisted Aide assignments have been relocated from PERS-402B to PERS-4010. Flag Mess/Enlisted Aide assignments can be up to eight (8) consecutive years of duty. Contact your rating detailler when you are in the 10-month detailing window. Ask to be released to PERS-4010F2 for Flag Mess placement. When released, contact PERS-4010F2 to discuss Flag Screening and assignment. Qualified personnel interested in White House or Camp David assignment are recommended to contact your rating detailler when you are in the 12-month detailing window.

Volunteers in paygrades E4-E9 may apply for the Flag Mess/Enlisted Aide Program by submitting a personnel action request (NAVPERS 1306/7). You must include an endorsement from your commanding officer on letterhead, and copies of your last 36 months EVALUATION / FITREP. You can apply for this program whether on sea duty or shore duty. However, billets for this special program are very competitive. An extensive culinary arts and customer service background is strongly recommended.

For more information, refer to ENLTRANSMAN 9.48/9.60, SECNAVINST 1306.2, and DOD Directive 1315.9.

*Flag Mess/Enlisted Aide Detailler
PERS 4010F2*

Equal Opportunity Advisor

Are you tired of the same old assignments and want a little diversity in your career? Then you might want to consider a tour as an Equal Opportunity Advisor (EOA). The Navy is currently searching for highly motivated Sailors who have the de-

sire to become EOAs. If you are an E-6 or above, and have ever served as a Command Managed Equal Opportunity (CMEO) Manager or you don't have any EO experience but would like something challenging, a tour as an EOA might be perfect for you. EOAs are critical to the Navy's mission success and serve as valuable training tools to the Fleet worldwide.

If you want to serve as a EOA, the first step is to request via NAVPERS 1306/7 to be released from your rating detailler to PERS-4010D1. Consult Chapter 2.02 of the Enlisted Transfer Manual, NAVPERS 15909F, to obtain specific guidelines for submission of the 1306/7. Once you are released, PERS-4010D1 will notify PERS 00H (Navy Equal Opportunity Office), and a prospective EOA Interview sheet will be forwarded to your command. The EOA interview is very similar to an instructor screening form. You will need to be interviewed by a qualified EOA, or the Navy EO office, and receive a favorable endorsement by your Commanding Officer. Next, you will negotiate orders either to sea duty or shore duty. Then you will be issued orders to the Defense Equal Opportunity Management Institute (DEOMI) for training. DEOMI is located in sunny Cocoa Beach, Florida and the course is 15 weeks in duration. After graduating from DEOMI you will go to your ultimate duty station as the Command EOA. Please keep in mind that a tour as an EOA does not preclude you from fulfilling your regular rating sea/shore rotation requirements.

Any interested personnel should contact PERS-4010D1. For additional information you can also contact TMCS(SW) McGhee or CTRCS(SW) Henderson at the Navy EO office, (800) 253-0931.

*EOA/NAVLEAD/CAAC Detailler
PERS 4010D1*

Defense Equal Opportunity Management Institute Instructors

Looking for a challenging assignment

that not only enhances your career but also impacts the readiness of the Fleet? Come join the elite corps of instructors at the Defense Equal Opportunity Management Institute (DEOMI) and make a difference in your Navy and the Department of Defense.

Work with senior enlisted, officers, and experienced DoD civilians from all services, to include the U.S. Coast Guard.

DEOMI is the only organization of its kind in DoD, responsible for providing equal opportunity and equal employment opportunity (EO/EEO) training to military members E-5 through O-7, DoD civilians and international students.

The Institute offers nine courses and three workshops. Teams of select trainers travel throughout the U.S. and abroad to Europe, South Africa, and other attractive locations.

Primary duties include platform instruction and small group facilitation; however, an assignment at DEOMI also brings leadership opportunities, program management, and curriculum design.

DEOMI instructors do not face a training dead-end. Instructors have opportunities to receive professional training from military and commercial sources.

A demanding but predictable work schedule also allows staff members the opportunity to attend college and graduate-level courses. Many have attained associates, bachelors and even masters degrees while serving at DEOMI.

DEOMI is located at Patrick Air Force Base, Fla., near sunny Cocoa Beach along Florida's Space Coast.

It's close to Orlando and Disney World, and just a few hours from Jacksonville, Tampa, or Miami. Recreational activities are plentiful with some of the best fishing in the country.

Much progress has been made in the areas of EO and EEO but there is more work to be done.

You can make a difference in the lives of U.S. and international service-members and civilians. Come aboard DEOMI and be a catalyst for change. For more information contact:

*EOA/NAVLEAD/CAAC Detailer
PERS 4010D1*

"A" School Assignments

Are you a non-designated Seaman, Airman, Fireman or designated Sailor wanting the formal training "A" school can provide? If you are looking to take a positive step forward in your career "A" School may be your answer. How do you go about getting an "A" school? First, talk to your career counselor. He or she is an invaluable resource in determining what you qualify for, which ratings offer the best opportunities for advancement, and in getting your request submitted.



Seaman Apprentice Anastasia Novosyolova practices emergency medical technician skills during a practical exam given at the U.S. Navy's Hospital Corpsman "A" School. U.S. Navy photo by Journalist 2nd Class Jessica Pearce.

A few notes for career counselors:

Forward all "A" school requests to 4010S via 1306, along with supporting documentation per the Enlisted Transfer Manual (ENLTRANSMAN Ch.7).

All packages must include the Sailor's ASVAB scores; also listed is special information needed for certain ratings. If a waiver is requested, include a clear justification.

Carefully review paragraph 7.17 in the ENLTRANSMAN. This lists the required ASVAB scores, hearing and vision requirements, citizenship limitations, security requirements, and other special requirements.

Per MILPERSMAN 1440-050, Sailors may not take the exam for one rating and request "A" school for another.

If the Sailors ASVAB scores are outside the waiver limits, the JOBS program may be an option. Check the requirements listed in

OPNAVINST 1514.1C.

*Head "A" School Assignments/ATF
Program
PERS 4010S1*

FLAG WRITERS WANTED

If you are a yeoman, E-5 or above, and are looking for a challenge, consider being a Flag Writer. A Flag Writer is a specialized yeoman assigned to the personal staffs of senior officers, senior executive service personnel and in some cases joint billets to assist those officers with administrative details. Flag writers manage Flag/General Officers' schedules, plan and arrange TAD trips, type officer FITREPS, plan and arrange official and social functions, prepare personal and business correspondence. Flag Writers are also trained in social usage and protocol, honors and ceremonies.

After earning the 2514 NEC through successful completion of the five-week YN "C" School in Meridian, MS, Flag Writers use these skills to effectively manage the front office for their Flag/General Officer. Assignments of Flag Writers are made on a highly personalized basis and are not normally subject to rotational constraints. However, it is important for a Flag Writer's career to show a steady progression of assignments including shore duty, sea duty, joint duty and overseas assignments.

If this community sounds interesting to you and you are ready for a real challenge, please contact the Flag Writer Placement Coordinator for more information.

*Flag Writer Placement Coordinator
PERS 4010F3*

**Not sure how to
assist a customer
from the fleet?
Refer them to our
Customer Service
Center at
1-866-U-ASK-NPC
or
www.staynavy.navy.mil**

HEAD ENLISTED COMMUNITY MANAGER (N132D)

As the Head Enlisted Community Manager, my team of rating ECMs, TECHADs and I staff hundreds of requests from Fleet Sailors every month. We see 1306/7's for Fleet Reserve (including cancellations and date changes), waivers of High Year Tenure requirements, rating conversions (voluntary and forced), General Assignment Recalls from Reserve personnel, and prior service personnel (NAVETs and OSVETs) seeking to reenlist. Our job as ECM's is to balance your desires with the needs of the Navy, while still meeting Congressionally mandated by-law requirements of Navy personnel end strength (the maximum allowable number of Sailors we can have on active duty). The following paragraphs provide key points in determining whether or not we approve your request. It should be a general guide for yourself and your Command Career Counselor.

Fleet Reserve Requests This critical career milestone requires careful planning on your part. Before you submit your request, ensure you will meet the requirements (20 years active duty, full DoD area tour completed if overseas, OBLISERV/retainability requirements for current PCS transfer or training met, Time In Grade payback done if advanced to E7-E9, etc). Your detailer and the N132 team will look to see that the requirements are met. If you know you need a waiver, contact us ahead of time via phone or email. We can tell you the likelihood of approval. Time In Grade waivers, for example, are granted only in the most extreme of circumstances.

Once your Fleet Reserve request is approved, we build our recruiting, training and promotion plan with the goal of replacing you. In other words, we find, train and promote your relief. So, when a Sailor reverses course and asks to change their Fleet Reserve date or cancel it completely, there is little chance of approval. You can increase your chances of canceling an approved date by volunteering to take a hard-fill billet (e.g. an FDNF sea billet). Bottom line: make sure going to Fleet Reserve is what you REALLY want to do and then stick to your decision.

High Year Tenure Waivers High Year Tenure (HYT) gates are set to ensure Sailors progress through the ranks at an acceptable pace, and also serve to provide continued advancement opportunity for our more junior shipmates. Approvals of requests for HYT waivers are the exception rather than the rule. If you want to remain on active duty beyond the established HYT gates, plan on taking the most challenging job and going to the most exotic location. HYT waivers are a trade-off: we reduce the promotion opportunity for one Sailor in return for having another Sailor take a very challenging assignment. HYT waiver requests for shore duty in Mayport are not to be approved! We recommend you review paragraph five of OPNAVINST 1160.5C before submitting an HYT waiver request. Remember that maximizing SRB entitlement is not a reason for submitting an HYT waiver request, nor is staying beyond HYT to await advancement results. Bottom line: HYT waivers are only going to be approved for Sailors stepping up to the plate for the most

challenging jobs!

Rating Conversions Current success in recruiting and retention is causing some ratings to be over-manned. In seeking the best advancement opportunities, many Sailors are looking for conversion. This is a great idea! The most current CREO/REGA message gives a good idea as to where we need talented Sailors. Also look at the latest CPO selection percentages. Although they change from year to year, you can spot trends that may bode well for the future. In company with your CCC, do your homework and make sure you meet the qualifications of the field you want to enter. If you need to retake the ASVAB, do some studying ahead of time. If you need to take a qualifying physical test, take a few extra laps around the track or in the pool. Give yourself the best opportunity for success as you reinvent yourself. If you are forced to convert (loss of security clearance, physical or medical disqualification, etc), this can be a traumatic event. We will work with you to get you into a suitable alternate rating. Once again, the current CREO/REGA message is your roadmap to where the opportunities are. During a force conversion, your choices may be somewhat limited. As before, communication with the detailer and the ECM by email or phone can help smooth what is a major change.

In summary, we as ECMs and TechAds are here to monitor the health of a group of ratings and the Navy Enlisted force as a whole. We may be considered "bean counters" and "number crunchers", but first and foremost we are Fleet Sailors. We have been where you are now, and will return after our tours are over. A phone call or email in advance can help us help you as you progress through your career!

CRYPTOLOGY

By the time you read this edition of *Link-Perspective*, the EW-CTT rating merger will be complete. Rating mergers will continue throughout the Navy and in the Cryptology community as we exploit emerging technologies to maximize our effectiveness while growing smaller.

In the cryptologic business, we have been looking at all the skills that relate to our core mission: collect, exploit and analyze information. The requirement for a CT community of 12,500 Sailors is being looked at very closely. Our mission focus is shifting into the computer network operations and information operations arena. Some of you have acquired new skills. Whether these have been acquired through formal Navy training, civilian academic centers or OJT, make sure you get ALL your skill training documented, in FITREP/EVALS, on Page 4's and if there is an NEC, get it formally entered into your service record. Many times when your Detailer or TECHAD reviews requests for Special Programs, for further training or even for SRB reenlistments, we find Sailors' records are not being updated. Without proper documentation of training completed or NEC's attained, you may be putting yourself out of the running.

Recent NAVADMINs have hit the street on Perform to Serve, High Year Tenure for E-4s, early transitions (for 6 month early out), to name a few. A common theme – you need to advance to stay Navy. In the Navy of tomorrow, there are no jobs for career E-3's.

The future Navy belongs to those who hit the deck running and accelerate from there ... Full Speed Ahead.

CTO The future for CTO's holds many challenges and opportunities. Our vision message is out on the street. Everyone needs to read and fully understand the implications of this message. Based on the direction set forth in CNO's Sea Power 21 and the NAVSECGRU (NSG) vision message, a working group has been formed at NSG HQ to develop a plan to possibly combine the CTO rating with the Information Systems Technician (IT) rating. In addition to this merger, there is also the proposed creation of the CTN (Networks) rating. If SECNAV approves, the initial group of CTN's will be selected from the conversion process. More information will be disseminated at a future date about submission of packages for conversion to CTN. It is imperative that you keep informed on the issues; career decisions you will be making are going to be greatly affected by the outcome of this process. The best way I can help you prepare for the future is to provide you with the most current and up-to-date information. NKO will be the best way to disseminate this information. Vision updates will be posted on the Navy Knowledge On-Line (NKO) website www.nko.navy.mil. Command visits are being planned to brief Chains of Command and individual Sailors. You can still have a career performing the duties you are performing today, the only difference is that you could possibly be performing them as either an IT or a CTN. If it is your desire to request a rating change via conversion, every opportunity will be provided to you. Conversion to another rating will follow current procedures as outlined in the MILPERSMAN 1440-010 and approval/disapproval will be based on current needs of the Navy. If you have any questions and/or concerns please feel free to contact me either via email or phone call. OUR FUTURE IN THE NAVY REMAINS EXTREMELY BRIGHT!

CTT/EW In October 2003, the CTT/EW merger will be complete. If you have not submitted your package for a Top Secret Clearance, you will be force converted to another rating. If you have not received any updates regarding the status of your clearance in the last six months, please contact your SSO to check on the current status of your package. If your package is/was lost, you must resubmit it, immediately. It is your responsibility to follow-up on the status your clearance!

If you are notified that you will not be able to attain a Top Secret Clearance, contact your technical advisors at DSN 225-3051, email NXAG_N132D8G@navy.mil, or at DSN 225-3320, email NXAG_N132D8F@navy.mil immediately. You will have to begin the process of a force conversion to another rate. The earlier you contact your technical advisor, the better your chances are for converting to a rate that is career enhancing with optimal promotion opportunities. Now more than ever is important to know your career path, plan your next set of orders, and establish goals that you wish to accomplish in your Naval Career. With the merger, there are a wider range of opportunities for diverse training and assignments, don't let these golden opportunities pass you by.

CTA We're sure many of you are wondering about what the future looks like for our community. We are working hard at plotting the right course to make the future the best ever! Until then let's talk retention and advancement. Yes, our retention has been great with first term CTAs reenlistments at 70% and the entire rat-

ing overall at 80+%. Our manning levels have been the healthiest we have seen in years, with the entire rating at well over 102%. That's the great news! Of course since enlisted advancement is vacancy driven, with such a healthy retention rate, advancement numbers can't necessarily be as great. Advancement has been good in certain paygrades and low in others. The future does appear to show some improvement in our numbers. We had great opportunity for E4 and E5 advancement this last cycle. We know that with the change to the E4 HYT to 8 years per NAVADMIN 160/03, many of our junior CTAs are concerned with future advancement cycles. No guarantees, but hopefully the numbers will be good and those who study hard and put their best forward will make the cut. Remember advancement is up to you. Take the time to prepare well in advance ... it's your pay, your career and your future!

CTM There are plenty of mess deck rumors out there concerning the future of the CTM rating. One of the worst is that "CTMs are going away soon." It is true that over time the CTM rating will be disestablished as outlined in the CTM vision message posted on www.nko.navy.mil. However, CTM's will still contribute to the Navy's mission for a long time to come. Our Sailors have diverse skills including electronic maintenance, information technology, and a few are proficient in computer network operations. So what happens in the interim? A working group at NAVSECGRU has been chartered to set the road map for CTMs over the next 10 years.

What does the typical CTM need to do now to prepare for the rest of their career, be it as a CTM or another Navy rating? First would be to evaluate what skills you are proficient at and/or have a desire to perform. Next would be to determine if there are other Navy ratings that have strong requirements for these skills. Last, would be to determine YOUR transition plan and what suits your career plans. This isn't going to happen tomorrow or next month or next year. You have time to really think things through and do what is right for you. Use your resources such as your career counselor, immediate supervisor and Chiefs. Read the CTO article in this LINK, much of the information pertains to CTMs as well. As always, keep current by using the NKO website.

CTI Coupled with the Navy's transformation in training and COMNAVSECGRUs vision, the CTI rating is undergoing many changes. Increasing language proficiency standards, training in the less commonly taught languages, second language attainment, the Advanced Language Response Team (ALRT) concept, and the continuing cryptologic education training program are just some of the initiatives that are ongoing. Keep informed of all the initiatives and changes that are published and plan early to meet the new language standards. CPOs, not only are you the mentors for our Sailors, but the example for all to emulate. You are the cog that will guarantee our success in transformation. Navy Knowledge Online, www.nko.navy.mil is a good place to get information.

Opportunities for conversion to the CTI rating are still good providing all eligibility criteria are met. Eligibility criteria will continue to be strict as we head to our goal of increased language graduation standards. Check our website at www.persnet.navy.mil/pers2/N132D8/cti/cti_webpage.htm for up-to-date requirements and rating information.

CTR This is a time of dynamic change in the CTR rating. We are

no longer a source rating for ADP support NECs and we will be divesting ourselves from the CNO mission upon establishment of the CTN rating. These changes will allow the CTR rating to focus on its traditional core competency.

There is a common misconception throughout the CTR community that if you attended the BDNA course, you will automatically be converted to CTN. This is not true. A conversion package must be submitted, then the package is routed to the losing rating community manager for concurrence, or nonconcurrence, and then forwarded to the gaining rating for their recommendation. There are numerous reasons why a package could be disapproved by the losing rating, but the most common, is holding a critical NEC in the present rating. Therefore, conversion to CTN will not be automatic.

Aviation

Congratulations, to all the newly selected Chief Petty Officers. This is a major step in your career. Good job on you, and keep pressing on. As leaders, we must strive to guide our shipmates in the right direction. First term reenlistments are up and retention is higher than ever. Our job isn't over yet; Sailors really need to look into their futures. Jobs outside of the Navy are there, but many of your shipmates are finding out "the grass is not always greener". Take time to consider all of your options prior to taking that plunge. Career Counselors sit down, take time and help map your shipmate's future. Try and show them the bigger picture. Also, for those NAVETS out there, step up to the plate, be a leader. Counsel those in what you've experienced. You've experienced something that most of us haven't (separating). For those submitting rate conversion packages or who fall under the Perform to Serve program (PTS), make sure that you qualify for the rate you are submitting for. This means having the required ASVAB to attend "A" school, eligible for security clearances (if applicable), and physically qualified for the program. Performance Evaluations play a pivotal role in the decision-making and selection process. Adverse marks and statements may have a negative impact on your request. For more in-depth information on all ratings, visit the community managers' web site at www.bupers.navy.mil/pers2/p22news.htm. For members that fall under PTS, consider seeking greater responsibility and teamwork positions as an AW aircrewmen. The job is challenging, provides additional pay incentives and the reward of superior teamwork and mission accomplishment are self-fulfilling. For additional information on the AW program and physical requirements, visit the aircrew information page at www.bupers.navy.mil/pers2/N132D2/avmain.htm.

Supply

The Selective Training and Reenlistment (STAR) Program offers career designation to first term enlisted members who enlist or reenlist and thereby become eligible for the following career incentives:

- (a) Guaranteed assignment to an appropriate Class "A" or "C" school (but not both) and;
- (b) Possible advancement from petty officer third class to petty officer second class upon completion of a Class "C" school or a Class "C" school package, which is listed in the Career Schools Listing (CSL), MILPERSMAN 1510-020, and the CSL NAVADMIN

in effect on date of reenlistment.

Below lists the current career schools for supply ratings:

- DK -2905 DISBURSING AFLOAT AUTOMATED SYSTEMS SPECIALIST -CIN-A-542-0015
- MS -3525 PRIVATE MESS SPECIALIST-CIN-A-800-0031
- MS -3527 CULINARY SPECIALIST-CIN-A-800-0030
- SK -8012 AVIATION SUPPLY SYSTEMS SPECIALIST-C-551-2016
- MS -8289 TRANSPORT SAFETY SPECIALIST -Q-050-1500
- SH -3538 BACHELOR QUARTERS SPECIALIST-A-800-0032
- SH -3131 SHIP'S STORE AFLOAT RESALE OPERATIONS MANAGEMENT (ROM II)-A-823-0015
- SK- 2814 SUPPLY FINANCIAL MANAGEMENT A-551-0093 (SK (SS) Only)
- PC -30XX FLEET INDEPENDENT /SUPERVISOR POSTAL CLERK

Training

To allow for more efficient cross training within the DK and PN ratings, both afloat and at our PSAs and PSDs, PNs are now allowed to attend the Disbursing Afloat Systems Specialist school for award of the 2905 NEC. To obtain a school quota, contact your detailer.

If you are a hard charging MS and are seeking a challenging, rewarding and career enhancing shore duty billet, you can be a valuable ingredient in the "food" chain for molding our MS's of tomorrow. There are currently several billets available for MS "A" School instructors waiting for you at Lackland AFB, San Antonio, Texas.

Your knowledge and experience as a food service professional can have a strong and lasting effect in "setting the table" for the growth of our young and inexperienced food service personnel. MS "A" school instructors are required to complete their Associates degree during their instructor tour, so if you ever wanted a high profile billet, with the opportunity for advanced education, but it was just never there when it was time for orders, now it is and you have that opportunity. Shore duty eligible MS's that are within 12 months of PRD are highly encouraged to contact your Detailer to apply.

Being a member of the White House or Camp David Teams is one of the most prestigious support assignments the Navy has to offer. Mess Management Specialists serve an increasingly vital mission in direct support of the President of the United States. Both the White House and Camp David offers unparalleled technical training opportunities and one-of-a-kind experiences found nowhere else within the Department of the Navy.

Working alongside a team of dedicated professionals, the ideals of honor, courage and commitment are practiced daily in providing the highest quality of service for the President, First Family and guests.

Top performing, highly motivated Sailors with a proven history of military excellence ready for the ultimate assignment for both themselves and their families are encouraged to volunteer to join the White House and Camp David Teams. This assignment requires U.S. Citizenship and will require a top-secret clearance.

For additional information regarding the White House: please contact MSCM (SW/AW) Powell 202-757-1219, e-mail cpowell@whmo.mil. For Camp David: please contact (301) 271-1406/

Surface

ALFA, ALFA! The Signalman (SM) Rating Absorption is moving forward. When approved, it is slated to start October 1, 2003 and scheduled to be complete by September 30, 2004. What this means for SMs is that we need to work together to find you a new rating. Some visual signaling competencies are being retained, but responsibility is being shifted to the Quartermaster (QM) rating. A small percentage of the SM rating will be converted to QM, in order to meet their increased requirements and to retain the visual signaling skill-set in the pilothouse. For those SMs who do not become QMs, this is your opportunity to explore conversion to other ratings for which you are qualified (ASVAB score, security clearance, etc). We are strongly encouraging SM's with the Physical Security (9545) NEC, or physical security experience, to consider conversion to the Master At Arms (MA) rating. Additionally, SM's with the Career Information Program Advisor (9588) NEC or Recruiter (9585) should give serious consideration to converting to a Navy Career Counselor (NC) or Navy Career Recruiter (NCR). Other communities that are looking for a few good Sailors are the SEALs, EOD, Divers, SWCC and LCAC Craftmasters. For more information on these rates contact the individual Community Managers or Detailers. It is very important that we find a new rating that both fits the needs of the Navy, and your personal skill-set and preferences. Use the latest CREO/REGA NAVADMIN and the advice of your Career Development Board. The Community Managers are standing by to give the proper level of extra attention to each SM conversion request. ALL SMs N132D6 – Surface Operations Enlisted Community Manager should begin to submit conversion requests on 01 October 2003. All first-term SMs must request conversion via PTS — ensure you list three ratings to which you desire conversion. For more information read the SM Rating Absorption NAVADMIN(s), or visit the Community Manager's website available on the BUPERS homepage.

Master-At-Arms

We have some great news to share with the community. We currently are authorized 7909 MAs and have 6476 MAs across all nine pay grades. We are headed to 8828 MAs for the active duty force. The Reserve and TAR Communities will be addressed in the next edition.

As of 2 June 03, we were currently at 98% of our FY05 goal for MA1s and are not presently accepting any more conversion requests at the E6 level (although we have some spots saved for the SM community). I recognize all of you know an exceptional PO1 who would be great for the community — but our superior performing MA2s need to have the opportunity to advance. We have also accessed the majority of NAVETs, OSVETs, and General Assignment Recall accessions that the Navy had planned to bring onboard in FY03 and we will not be accessing any folks within these groups for the remainder of this FY. We don't yet know what FY04 will bring — we currently have 860 recruits who have signed up for MA under the Delayed Entry Program, which meets our Recruit accession requirements for FY04.

Next step: We still need PO2s, PO3s, and junior Sailors for our community. Our target is the CREO Group 3 ratings and the 9545s currently serving in our Security Departments and TAD onboard

our large deck ships. Are we accepting CPOs: YES — they must be exceptionally well-qualified, prior 9545 with superior performance while serving in a Security Department. We depend a great deal on the Commanding Officer's and Security Officer/Senior Enlisted MA endorsement along with the evals/fitreps to help us ensure the quality of the candidates. Have we converted 100% of the Chief applicants — NO, the Chief's selected have demonstrated superior performance, excellent growth potential, and when converted perform at a level commensurate with our current Chief's Community. The vast majority of current conversions have either just completed a Security Department tour or are currently in a Security Department and are in trusted positions of leadership, e.g., Operations Officer, Training Officer, Asst Operations Officer, Watch Commander (large departments).

Master/Senior/Chief Advancements: As you have seen this year, the opportunity was excellent — I anticipate our potential to be at or slightly above the Navy average for the foreseeable future. Again, sustained superior performance, trusted leadership positions, key staff duty billets, and ever increasing responsibilities are the hallmarks of those selected.

Forced Conversion: There is no such thing as a "zero-defect" MA — even some of our most successful Navy leaders have needed a rudder course correction early on in their careers and have become some of our most successful Sailors. We need to exercise positive leadership and recognize that people do make mistakes. If you are considering submitting and MA for forced conversion, first ask yourself — why am I doing this? Review MILPERSMAN Article 1440-010, paragraph 16, for forced conversion requirements/procedures and then call us to discuss the case.

Mentorship: Every Security Department has received, or will receive, our newest MA/9545 school graduates. Our challenge is to provide the mentorship needed to ensure the success of our newest members. Some of the 9545s will want to immediately convert; some of our new MAs will want to know what to do next for their career progression.

Our best and brightest are normally those Sailors who have an active mentor providing day-to-day, short-term, and long-term career planning. Under the new 5-vector model, each MA's career progression will be tracked for qualifications achieved (personal and professional) and the next job will depend on current and past duty assignment accomplishments, qualifications achieved, and potential.

There are several sites, including the Navy Knowledge Portal and the Navy/Marine Corps Security Net, that are accessible to everyone for information concerning our rate and the community in general. Every MA should log onto each of these sites at least daily to ensure they remain well informed on current community and Navy events and initiatives.

In closing, we are responsible for our own community — its growth and professionalism. We will have grown by over 2000 MAs this year alone and will grow another 2000 next year to stabilize our community.

What can you do — 1) Be involved in the PTS program and ensure that anyone recommended for conversion to MA meets the eligibility requirements; 2) Be involved with your local recruiter and help mentor those individuals who have signed their contracts for Navy entry as a MA; and 3) Be involved with your own career and plan where you want to be 1 month, 6 months, 1 year, 5 years, 10 years, and 30 years from now and then develop an ex-

ecutable plan and put it into motion. Nuclear Enlisted

The first order of business is to say congratulations to all those selected for advancement to Chief Petty Officer. Your selection reflects many years of dedicated service and hard work. As leaders in the Navy and the Nuclear Propulsion Program, each of you will play an important role in preparing our future leaders as well as facing today's leadership challenges.

The service records of our new Chiefs clearly indicate that the secrets of a successful career remain founded in sustained superior performance and the engagement of each individual in reaching critical milestones. Each command must play an active role in the evolution of their Sailors' career paths as well as their professional development. One essential career milestone is completing a tour of duty as an instructor at Nuclear Field "A" School, Nuclear Power School, or at one of the Nuclear Prototype Training Units. These commands represent half of the nuclear enlisted community's shore duty billets and are some of the nuclear field's top priority assignments.

Other milestones important to a successful nuclear enlisted career include:

- Watch qualification. For E-6 and above, it has been proven repeatedly that qualification as Engineering Watch Supervisor (EWS) / Propulsion Plant Watch Supervisor (PPWS) is critical to supporting your command's mission and improving your opportunity for advancement. Academic difficulties during initial pipeline training may be overcome by sustained superior performance at sea and qualification as EWS/PPWS.
- Warfare Qualifications should be completed early during the first sea duty assignment.
- Mentorship. It is not just the phrase-de-jour, it's how we develop our subordinates and formulate cohesive Team Building. Active involvement in training and qualification programs is an important aspect of professional development that starts early in your first tour and continues until you separate or retire. Ensure that your development is documented in your evaluations in order to keep you competitive for all assignments.

Our nuclear recruiters continue to do an outstanding job bringing in new recruits. Utilizing new programs in order to enlist the "cream of the crop" and further gains in retention have resulted in the ability to significantly reduce ongoing accession requirements. These gains have allowed the Nuclear Propulsion Program to save the Navy millions of dollars in personnel and training costs and bring manning near or above 100% across all nuclear ratings.

As of this writing, 22,932 of the 344,681 active duty enlisted personnel in the Navy are designated submariners. Simple arithmetic shows that submariners are only about six percent of the total enlisted strength. Submarine Duty Incentive Pay (SUBPAY) is one of the mechanisms used to compensate each submariner for the arduous work you perform on a daily basis.

It is important for you to understand the stringent requirements for maintaining this compensation and avoiding annoying pay issues caused by uneducated career decisions. The governing

document is SECNAVINST 7220.80E CH-2, Submarine Duty Incentive Pay (SUBPAY) Program.

There are two basic types of SUBPAY, Continuous SUBPAY (CONSUBPAY) and Operational SUBPAY (OPSUBPAY). The following highlights the basic principles of the SUBPAY program:

- Active duty enlisted personnel are eligible for CONSUBPAY if they satisfy the following conditions:
- Assigned designator "1" (SS) or "2" (SU),
- Assigned a Submarine Service Entry Date (SSED) in accordance with SECNAVINST 7220.80E CH-2,
- Have obligated service for at least 14 months beyond their PRD while not serving on a submarine,
- Physically qualified, and
- Have performed sufficient qualifying "operational submarine duty" upon completion of the 12th and/or 18th year of submarine service. Prior to the 12th year of submarine service, there is no minimum "operational submarine duty" requirement.

If you fail to satisfy the 12-year gate requirement, you cannot regain CONSUBPAY eligibility until the 18-year gate milestone. If you fail to satisfy the 18-year gate requirement, you cannot regain CONSUBPAY eligibility - EVER.

Some **DO's** and **DON'T's** to avoid pitfalls of the most common SUBPAY casualties:

- DO double and triple check that you have sufficient obligated service *prior* to transferring to any duty station that is not a submarine. Once you detach from your current duty station without sufficient obligated service, your legal entitlement to CONSUBPAY stops.
- DO NOT adjust your PRD to a later date while on shore duty without maintaining 14 months obligated service past your PRD as required in SECNAVINST 7220.80E CH-2. Realize the impact a PRD change has on your SUBPAY.
- DO NOT obligate for service beyond your High-Year Tenure (HYT) limit without the appropriate waiver required by OPNAVINST 1160.5C, "Reenlistment Quality Control Program".

The final point, and one of the most important is, please do not hesitate to give me a call with questions or to correct SUBPAY



The Navy's newest and most advanced submarine, Pre-Commissioning Unit (PCU) Virginia (SSN 774) was christened on Aug. 16. Photo courtesy Electric Boat.

Perform To Serve (PTS) conversion and opportunities in the Musician (MU) rating

Many of you who are candidates for *Perform to Serve* conversions have inquired about requirements for converting to MU. Great! If you're a talented vocalist or instrumentalist and interested in a new and exciting career challenge, we welcome an opportunity to bring you on board the Navy's music team!

You will first need to complete an audition, prior to requesting assignment to MU "A" School, so speak with your Career Counselor today to get one scheduled on board the nearest Navy band. Once you qualify, just follow the procedures for requesting lateral conversion and assignment to "A" School through the proper channels. Your Command Career Counselor will assist you with this

process.

All MU NECs are open, and there are critical needs in the following specialties: Flute (3801), Clarinet (3803), Saxophone (3805), Tuba (3811), Guitar (3812), and Electric Bass (3815). Note: Flute and clarinet majors must also be able to perform on saxophone and, likewise, saxophone majors must also be able to double on clarinet or flute.

Visit the Navy Music Program website to learn more about the exciting career opportunities available to you on the Navy's *music* team or call the Navy Music Program Management Office at (DSN) 882-4316/4314 for more information.

www.bupers.navy.mil/navymusic

MU Detailer PERS-64D

John.Wowk@navy.mil



Gaeta, Italy — Musicians from the Sixth Fleet 18-piece Jazz Ensemble perform live for a large crowd of Italians during a charity festival in Gaeta. The festival, called IOETE ("me and you"), is a consortium of Italian non-profit organizations which come together annually with a common goal to generate public interest, providing support and contributions on behalf of people with disabilities. U.S. Navy photo by Journalist 1st Class Jason Thompson.

Conversions

FAX (PACKAGES): 882-2043 Check the receipt of the package at: Staynavy.navy.mil Conversion Q&A: 1-866-U-ASK-NPC Conversion Web page: www.Persnet.navy.mil/pers8/pers-81/Pers-811/Pers-811E.htm

Standard Conversion Requirements: (1) 1306/7, (2) Last 3 Evals, (3) ASVAB Scores CT,IS,MA,RP,NC,CRF,HM,DT ratings require additional documentation. Note: Bupers Access 1306/7 are not recommended for submitting Conversion Packages.

References: CREO/REGA NAVADMIN 093/03 MPM 1440-010 /MPM 1306-604 (Previously ETM Ch. 7) SRB/SDAP/STAR/OTT Fax: 882-2623

SRB Info: Sailors reenlisting for SRB who subsequently apply for an officer program will have SRB suspended as of the class convening date. Commands/PSDs are reminded to hold SRB payments abeyance for those members who already have officer packages pending, until results from those requests are received.

STAR: Requests are submitted to Pers 811 for staffing through rating detailer.

SRB questions: 1-866-U-ASK-NPC Pay and Personnel Assistance Center (901) 874-2521. Web Link: www.persnet.navy.mil

Perform To Serve (PTS)

Submission / Input questions: 1-866-U-ASK-NPC PTS Web page: www.staynavy.navy.mil AW Conversions: Visit the Counselors corner link.

Not sure how to assist a customer from the fleet? Refer them to our Customer Service Center at 1-866-U-ASK-NPC or www.staynavy.navy.mil

EPMAC

ENLISTED PLACEMENT MANAGEMENT CENTER

Procedures for non-designated personnel assigned to Limited Duty or a Pregnancy Tour

The assignments of non-designated personnel going to a limited duty or pregnancy tour coming from sea are processed by GENDET Assignments. We often receive communications from commands wanting to know why we haven't responded to an availability they have submitted. Normally, if you haven't received orders for the member within five working days after submitting the availability, it is because we didn't receive the availability.

The most common error with the submission of availabilities is non-transmission of the availability report via NSIPS. To alleviate this problem ensure you check the error report daily to verify if the availability report transmitted correctly. If NSIPS is not available to your command you can submit availability reports by message to EPMAC Code 472, 472A and 48 or by email using the following address: epmac_472@navy.mil & epmac_avails@navy.mil.

Once an availability report has been received by GENDET Assignments, orders are normally written and released within three working days, provided all pertinent information is in the report. If immediate availability orders have not been received within five working days of the availability submission, contact EPMAC Code 472 or 472A for a status check.

To reiterate, prompt and accurate submission of the availability

report will reduce untimely delays in the processing of personnel orders. Procedures outlined in Chapter 18 of the ENLTRANSMAN provide guidelines for submitting availabilities.

“A-YEEEE!”

Are you completing your sea tour and looking for a challenging shore tour away from the same old PSD routine? The Enlisted Placement Management Center (EPMAC), located in the culturally rich city of New Orleans, LA provides an excellent opportunity to play a key role in Fleet Readiness while working with Navy Personnel Command and the four Manning Control Authorities to properly distribute Active Duty and TAR Sailors throughout the Navy.

In addition, EPMAC provides NEC management, GENDET detailing, generates monthly Enlisted Distribution and Verification Reports (EDVRs), assigns limited duty and pregnancy orders and much more.

Clearly this is an opportunity to enjoy a rewarding shore tour while enhancing your knowledge of the Enlisted Distribution System. (Not to mention MARDI GRAS and some of the best food you will ever taste!)

Currently EPMAC has career enhancing opportunities for PN3 through PNCM. For more information about EPMAC and New Orleans please visit our website at www.epmac.nola.navy.mil or contact PNC(SW/AW) Altman at DSN: 678-1943/Comm: (504) 678-1943.

Officers' Call



| | |
|----------------------------------|-----------|
| Surface Detailing | 46 |
| Submarine Detailing | 53 |
| Aviation Detailing | 56 |
| Graduate Education | 60 |
| Engineering | 62 |
| AED/AMD | 63 |
| Metoc | 64 |
| Intelligence | 65 |
| Chaplain Corps | 66 |
| Medical | 67 |
| TAR (officer) | 68 |
| Fleet Support Admin | 68 |
| IP | 69 |
| HR | 70 |
| Cryptology | 71 |
| Public Affairs | 71 |



Lt. j.g. Robert "R.J." Wackerman pilots a C-2 Greyhound, assigned to the "Providers" of Fleet Logistics Squadron Thirty (VRC-30), in preparation for landing at Naval Base Ventura County, Calif., during a routine logistics flight from Naval Air Station North Island. U.S. Navy photo by Photographer's Mate Airman Rebecca J. Moat

Captain's Corner

I've been in the Detailer's seat for a little over two months as I write this article, and I am extremely proud and honored to serve the Surface Force as PERS-41. We are so fortunate to have such a dedicated and professional community. I would like to congratulate all this year's Captain, Commander, and most recently, Lieutenant Commander selectees on achieving these significant career milestones. Every day I learn something new about our community that adds to this feeling of pride; for example, did you know that over 8,000 SWOs have earned a Masters degree by the time they make CDR?

I've met many of you already on trips to Mayport, Monterey, Newport, and San Diego and expect to hit all the fleet concentration areas within the year. Even though I've only been away from the Fleet for several months, I can't tell you enough how good it is to visit your ships and see Sailors at sea. Their training and dedication yielded the following contribution to Operation Iraqi Freedom:

- 800 Tomahawks fired
- 12 out of 13 SCUDs shot down with the help of AEGIS
- 913 NM of water space cleared of mines, 90 mines recovered, 11 mines destroyed
- Amphibious ships transported over 12,000 Marines and equipment
- MIO: over 1,480 queries delivered, 893 boardings conducted
- MSC: 16.5 million square feet of equipment transported, 185 million gallons of fuel transferred.

CONGRATULATIONS TO ALL OF YOU!

I look forward to the opportunity in the very near future to see and speak with many more of you. In the meantime, please continue to let us know how we can do things to better serve you so that you can better serve our Navy. We want to support you as you manage your career and set your personal goals in motion. We are here to also assist you as we all execute our CNO's 2003 goals for mentoring.

Major Command Board (17-21 NOV 03): One issue that continues to raise questions is the FITREP/Selection Board process. If you have questions about the overall process and what should or should not be included in FITREPs do not hesitate to ask anyone in PERS-41 for guidance or advice. We will continue to do our best to ensure the word is getting out. Also, all of you should have seen our selection board video that was distributed to all wardrooms. If your wardroom does not have a copy, your XO can contact us to ensure you receive one. It is an excellent tool for wardroom training.

We have been using the summer months to prepare for the next board season. As in the past, we will post eligibles for the Major Command (and other admin boards) on the web approximately two months before the board convenes. Additionally, in September we will begin scrubbing records to ensure all documentation is up to date. Each record will get multiple reviews to ensure your records are as up to date as possible. Officers promoted to commander

(vice selected) in FY 98 will receive their first look at the FY04 Major Command Screening Board held this November. Those officers selected below zone for Captain during the FY 04 Captain board will also be included in this group for their initial look for Major Command. Below is a list of things you can do in advance to prepare for the board:

- Provide PERS 41 A with good contact information. Even if you think your record is up to date, I ask that you email us in case we need to get in touch with you.
- Review your OSR and PSR and submit required changes.
- Ensure you have submitted a photo in your current pay grade.
- Send us a copy of your latest FITREP(O6's and O5's).
- Submit board correspondence to the Board President by November, 2003.

Selection Board Members Needed Many of you have had the opportunity to participate in an XO, CDR CMD, or MAJ CMD administrative selection board; however, we have many opportunities for Surface Captains to sit on other statutory and administrative boards. Board duration varies from several days to a month. All of these boards will shape the future of our Navy. The insight you will gain in how Fitness Reports are used and interpreted by selection boards is invaluable. Please contact us if you are interested in volunteering for this important duty.

Request for Picture and Biography In support of preparing future nomination packages, I request that you send me an updated copy of your picture and biography (either electronically or hard copy). I know we have made this request in our last *Link-Perspective*, but to be candid we have received minimal response. Thanks for your efforts in this regard; it helps me build better packages for you when the time comes for your next detail.

SEE YOU OUT IN THE FLEET.

PERS 411

Staff Update In our last update we noted that one officer is detailing all post-Department Head officers. That will change in October 2003 when a second officer joins the P-411 team and we will once again have two officers detailing post-Department Heads. The current post-Department Head detailer will take over detailing duties for post-Department Head officers with last names L through Z and the newly reporting post-Department Head detailer will take over detailing duties for post-Department Head officers with last names A through K. For those officers with last names A through K, please continue to work with the current post-Department Head detailer on your next assignment until the new detailer is firmly in the seat in Millington in October.

Lieutenant Commander CO/XO Lessons Learned PERS-41 recently transmitted a Lessons Learned message based on the results of the latest Lieutenant Commander Command/Executive Officer Afloat Screening Board, which adjourned on April 18, 2003

(COMNAVPERSCOM MILLINGTON TN//PERS41//251244ZJUN03). This message provides feedback regarding board trends and what board members look for in selecting officers from a very competitive group of records. The lessons learned from the most recent board do not differ much from those of previous messages – performance on Sea Duty is what counts at the Board! Those officers who stay the course at sea over all 3 looks stand the best chance of screening for LCDR Command, Executive Officer Afloat, or Executive Officer Special Mission.

The FY04 LCDR CO/XO Board will be held April 26-30, 2004.

Contact PERS-411 A/B Once you have reviewed the Lessons Learned message, please contact PERS-411 A/B by phone or email to discuss the specifics of your record. We observe all screening boards and can provide a more personalized review of your billet history and fitness reports, addressing your record's strengths as well as weaknesses. We will also discuss specific options for follow on assignment that will best enhance your record for future screening boards.

Record Maintenance If you were contacted during the last board season because of a record discrepancy (i.e. missing FITREPs, missing qualification, etc.), now is the time to check your permanent record and verify the updates were made. Board records are created for specific selection and screening boards - they are separate from permanent service records. Documentation submitted to selection or screening boards is NOT automatically forwarded to the permanent records branch. Take time now and verify that your record is complete by checking your OSR and PSR. If you do this now the only document you may be required to submit this fall will be your latest FITREP.

Lieutenant Commander CO/XO Slating: Nominally, officers are slated 12-15 months prior to arriving in their XO or XO-Special Mission tours - not 12-15 months prior to starting the training pipeline. Officers who are in the slating window will have their names posted on the P-411 website about a month prior to an upcoming slate along with the ships, billets, and locations to be slated. Duty preference cards are what we use to slate officers to their tours, whether they are submitted on line, by e-mail, or both.

It is important for officers to realize that a duty preference card should be tailored to the billets, ship types, and locations available in the slating window. Asking for a DDG in Mayport as your #1 choice when none are available in the slating window does the detailer no good – nor you.

Provide us with some flexibility in location, ship type, and billet and we will be better able to meet your desires in one or all of those categories. Also, please inform the detailer of any personal/family/health concerns, which may preclude you from being slated at a particular time and/or to a particular location. Officers in the slating window can expect to start the training pipeline and arrive in their tours immediately following the completion of their current tours.

Slating of Officers who Screen for XO Afloat/XO Special Mission on their Third Look

Officers who screen for Executive Officer Afloat or Executive Officer Special Mission on their 3rd look have stayed the course

over three boards and done all the community has asked of them to achieve this important career milestone. Many of these officers have done a third Department Head tour at sea or a very tough shore tour to maximize their chances of screening over three looks. For those officers who screen on their 3rd look, career timing often precludes a shore tour following the tour they are serving in at the time they screen.

Except in the most extreme of circumstances, officers who screen for LCDR Command/XO Afloat/XO Special Mission need to be in their LCDR Command, XO, or XO Special Mission tours before their first look for CDR Command or, at the very least, before their in-zone look for O-5. More often than not, these milestone selection boards are less than two years away for most 3rd look screeners. Officers who are not serving in their XO or XO Special Mission tours (or who have only been in the tour for a month or so), risk not selecting for CDR Command on their first look and/or O-5 during their in-zone look.

If an officer is coming up for his or her 3rd look for XO, and that officer's PRD is close to the time the Board meets, the detailer will be reluctant to place that officer under orders to a follow-on shore tour without knowing the results of the board.

For officers who screen for XO or XO-SM on their 3rd look, there is a good chance these officers will be slated on the May slate which is the first slate following the results of the XO Board. Each officer's circumstance is different so we urge you to engage early with the detailer before your 3rd look on a career plan, which will depend to a great degree on the results of the XO Board.

Bottom line – know your career timeline and where you have to be at what time.

Executive Officer "Special Mission" The Surface Warfare Commander's Conference recently approved a change in terminology from Executive Officer Non-Traditional (XO-NT) to Executive Officer Special Mission (XO-SM). This change in terminology brings the Surface Warfare Community in line with the terminology used in other communities and aligns with the current SWO terminology used for CO Special Mission.

Executive Officer Special Mission – New Billets The Surface Warfare Commander's Conference also approved slating XO-Special Mission Screened Officers to the Executive Officer positions in the new Mobile Security Units. The four Mobile Security Units (stood up in the wake of 9/11) are located in Rota, Norfolk, San Diego, and Guam. The first four Executive Officers will be reporting for duty within the next six months.

Come to Millington! We have selection board requirements throughout the year, and 1110 LTs and LCDRs are required on every board as Assistant Recorders. We also need CDRs and Captains to serve as Board members.

Watch the PERS-41 web page or call PERS-411 directly to discuss opportunities to participate. You will gain an insider's understanding of the selection and screening process and can gain valuable experience in understanding how YOUR fitness reports are read by selection boards. If you are traveling cross-country, consider a brief stop by NPC to visit with us in person.

Surface Junior Officer

Second Tour Division Officer Billets: The last two Perspective articles have covered the new Division Officer Sequencing Plan and SWOSDOC. This is also an exciting time and opportunity for officers rolling to their Second DIVO Tour. The following list is those billets available to Second Tour DIVOs:

| | |
|----------|------------------------------------|
| CG | NAV, DCA, FCO, MPA, TRNG |
| DDG | NAV, DCA, FCO, TRNG |
| DD | NAV, DCA, TRNG, AUXO |
| FFG | NAV, DCA, AUX, TRNG |
| AGF | NAV, TRNG |
| LHA/LHD | AUXO, WEPS, FCO |
| LPD | NAV, TRNG, R-DIV, CICO |
| LSD | NAV, TRNG, MPA, CICO |
| LCC | NAV, ACICO, TRNG |
| CV/CVN | DIV WEPS, 1LT, CIC, AUX, EMO, ADCA |
| MCM/MHC | OPS |
| CDS | READINESS, TRNG |
| CPR | READINESS-SKEDS, AOPS, COMMO |
| MCMRON | OPS, READINESS-SKEDS, FPO |
| PC | OPS, WEPS |
| AOE | DCA, NAV, SAFETY, CICO |
| APS DETS | TLAM PLANNER |
| HSV | OPS |
| ATG | EXAMINER |
| MSF | OPS |
| MCMDIV | OPS, READINESS |
| APSRON | OPS, FPO |
| MPSRON | FPO |

In addition to these great opportunities, the Division Officer Sequencing Plan allows officers several options, including the choices of remaining onboard for one single, long 36-month tour, rolling early after only 30-months onboard to shore duty or Department Head School (must accept SWOCP), or being guaranteed a 24-month second tour as an AEGIS Fire Control Officer or Training Officer after an 18-month first tour. (These tours increase to 39, 33, and 21-months, respectively, for those officers under the revised SWOSDOC program.)

The bottom line is that second tour officers bring experience, knowledge, and a seasoned attitude to wardrooms. We work closely with you to monitor your career path and give you that additional expertise that will make you a well-rounded Surface Warfare Officer.

Board Help Want to gain some inside experience as to how selection and screening boards work? Come to Millington and work on one! We have requirements year-round to provide board support, so if you're interested and your schedule supports, let your detailer know and we'll tell you what's available.

Qualifications Officers should contact their detailers when they receive OOD(U/W), SWO, EOOW, or TAO quals. These quals play an important role in tracking an officer's professional development and determining his or her next assignment.

Communication Our best advice when negotiating orders is for all officers to keep in contact with their detailer. General detailing information is available on our website (please let us know if you looked for something but didn't find it) and e-mails/phone calls are

a great way to answer specific detailing questions. Additionally, when we visit your homeport you should make every effort to visit with your detailer because there's nothing like meeting and talking with your detailer face-to-face.

Surface Placement

Several recent arrivals have corrected our short-term under-manning situation in the Surface Placement Branch. We're now fully manned and equipped to serve you better than ever!

First Tour Division Officers As a result of high accessions in FY03 and the transformation of SWOSDOC, most ships are experiencing very high numbers of first tour officers. We are working in close coordination with commands and PERS-412 to distribute any excess equitably. Please let us know via your LORTARP any JO manning issues. We are tracking billet-to-body very carefully to ensure you have the right number of JOs to execute our new SWO training objectives. We continue to receive outstanding feedback from ships who have turned this temporary over-manning condition into a mission-readiness force-multiplier. Please continue to share your lessons learned/best practices with your counterparts on the waterfront and with PERS-413.

Second Tour Division Officers The Placement Branch continues to work with PERS-412 to execute the transition of several division officer billets. DCA billets on FFG-7, CG-47 and DDG-51 class ships are now second tour billets. CICO billets on CG-47 and DDG-51 class ships are now first tour billets. ORDO billets on FFG-7 class ships are now first tour billets. If you have questions regarding execution of the transition for your ship, please contact your placement officer.

New Second Tour DIVO opportunity MPSRON Force Protection Officer billets have recently been opened up to second tour division officers. These challenging billets offer outstanding leadership opportunities, significant responsibility and lots of over-seas travel.

DOSP Fleet-ups Ships desiring to utilize one of the DOSP options to fleet-up a first-tour officer to a second-tour division officer billet should identify these nominees as early as possible. Identifying these fleet-ups 12 months prior to the PRD of the incumbent second-tour officer is a good rule of thumb. (Provided the officer in question is on track to qualify, there is no need for the nominee to have his/her SWO pin prior to being ID'd as a fleet-up.) Realize that 2nd tour DIVO slates are being worked constantly at PERS-41 and we're slating 1st tour officers to their 2nd tour jobs six to nine months ahead of their PRD. If your intention to fleet-up an officer is not made known to Placement prior to your 2nd tour billet being posted on the PERS-41 web site, our policy is to advertise the billet as being available. It will be filled by an officer who is part of that slate. Bottom line: work ahead of the problem and communicate your desires to your Placement Officer.

Communications The key to our business is effective two-way communication. Please send Placement your hot issues as they occur, don't wait to send it in a LORTARP. The most important thing is to get the issue to us so we can work with the detailer on a

solution if required. LORTARPs are still the best way to look at your wardroom manning as a whole and should be submitted two to three times a year. E-mail is preferred, but any format is fine. We default to responding via e-mail unless you request a different response method.

Our mission is to keep our commands fully manned with qualified and trained officers. Your input is invaluable and keeps us focused on the current command desires and needs. Keep those e-mails and phone calls coming!

Surface Nuclear

Greetings from Millington! We have enjoyed meeting with a number of SWO(N)s as we have traveled to the various Fleet Concentration Areas. If we haven't been to your ship yet, we are probably planning the visit right now. There will be another swing through all of the fleet concentration areas before the end of the year. A lot of the time we travel with the Center for Career Development, and they present an excellent Junior Officer brief. If you haven't seen their pitch, I would highly recommend you attend and find out more information about the opportunities both inside and outside of the Navy.

We have been getting some great questions as we travel around the country and we thought that we would highlight a couple in this issue of *Link-Perspective*. The first is about the new SWOSDOC plan and the second is about contacting the detailer as a junior officer.

SWOSDOC Transformation The revised path to SWO qualification consists of five prerequisites:

- performance at sea as a division officer
- completion of SWO PQS
- completion of at-sea curriculum
- qualification in SWO PQS-required watchstations, including Officer of the Deck (underway)
- completion of the three-week SWOSDOC course in Newport.

This path is required for all eligible officers seeking SWO qualification, including Limited Duty Officers and Chief Warrant Officers, reporting to their ships on or after January 1, 2003. Officers who have completed SWOSDOC, or are currently enrolled at SWOSDOC, do not need to complete the at-sea curriculum or return to SWOS for the revised course. SWOS transformation is a good news story for SWO(N)s. By streamlining the process and eliminating the upfront school at SWOS for division officers we are giving time back to the junior officers. A conservative estimate is that each JO will have an additional three months on their first division officer tour and another three months in their career (notional time for DIVO SWOSDOC was six months.)

When the Ensigns report aboard ships they shall be assigned a division and be fully engaged with duties and responsibilities as a Division Officer. A key element in their preparation as Surface Warfare Officers is the experience they'll gain leading and learning from the Sailors in their division.

Surface Warfare Officer PQS remains the cornerstone of the qualification process and continues to outline the core competencies we expect of all Surface Warriors. NETC, industry education specialists, and SWOS have jointly developed interactive com-

puter-based courseware to support the transformation of SWO fundamentals training from shore to sea. The courseware is unclassified and contains knowledge checks and tests to enable the officer and the Commanding Officer to determine progress toward completion.

On-the-job training and watchstation qualification continue as key elements on the road to SWO qualification. As always, Commanding Officers and wardrooms are expected to monitor officers' progress toward completion of these important milestones. Of note is the requirement for officers to qualify as Officer of the Deck (underway) prior to attending the SWO course in Newport.

Upon completion of the above elements, officers should be nearly ready for SWO qualification. With their Commanding Officers' recommendation, they are ready to attend the SWOSDOC course. Initial estimates are that officers will require from six to fifteen months to complete these qualification prerequisites. Commanding Officers will send officers to Newport armed with the experiences, knowledge, and skills they learned and earned on the ship and, once in Newport, they'll share those experiences and their knowledge with officers from around the fleet; at the same time, they'll benefit from that interaction and be challenged to learn even more.

The SWOSDOC course is not a test; it is an opportunity for officers to exchange sea duty experiences in a professional forum. When they return to their ships, Commanding Officers will challenge them to share that increase in knowledge and perspective with the wardroom. The responsibility to train officers, and the authority to qualify them, remains with the Commanding Officer. After officers return from Newport, and when the Commanding Officer is satisfied they meet the requirements for Surface Warfare, officers will then be qualified by the Commanding Officer.

For a SWO(N) this means a 21-month initial sea tour aboard a conventional ship (conventional JOs now get a 27-month initial JO DIVO tour) instead of an 18-month tour. This provides the JOs more time to hone their surface warfare skills after they qualify SWO. The ship benefits as well with more stability and experienced JOs for longer tours. Beyond the initial JO DIVO tour, all tour lengths stay the same, however, downstream timing to follow-on tours is expected to be better since there is another three-month savings.

Here are two notional timelines:

- SWO(N) pre-SWOS doc transformation
- YG02
- May – 2002 commission
- Jul02 - DEC02 —SWOS (six mo)
- Jan03 - Jun04 —DIVO Ship (18 mo)
- Aug04 - Sep05 —NPS/NPTU (12 mo)
- Oct05 - Oct07 —2007 CVN (24 mo)
- First shore tour Fall 2007...5.3 years
- SWO(N) with SWOS doc transformation
- YG03
- May – 2003 commission
- Jul03 - Mar05 DIVO Ship (21 mo)
- Apr05 - May06 NPS/NPTU (12 mo)
- Jun06 - Jun08 CVN (24 mo)
- First shore tour Summer 2008... five years

Contacting your detailer: It is never too early or too late to contact your detailer. As a junior officer just reporting to your first ship, you should contact him as soon as you have your new email address and phone number and then contact him again about a year into your tour to discuss Nuclear Power School dates. Nuclear Power School pipelines are run by the submarine community and the dates for the school can be found on the PERS-42 website.

For officers of all ranks, the nuclear detailer is still updating the contact database as he gets changes. If you have moved or changed jobs, drop him a line at p412n@persnet.navy.mil and he will update your address, email address, and phone numbers.

Sail Safe and have a Great Navy Day!

Surface LDO/CWO

A hearty congratulations to our newly announced O-4, O-5, and O-6 selectees. The competition this year continued to be extremely keen - and it gets tougher each year. Often the difference between FOS and selection comes down to a tiebreaker. With many records being so similar in sustained superior performance the difference may be another element listed on your OSR such as AQDs (special qualifications, i.e., SWO, OOD, TAO, EOOW, etc.), furthering education, or mobility. Call us for an honest assessment of what you need to do next.

A detailer's job is two-fold. Foremost, we try to ensure we get the right people in the right jobs. Secondly, we work as your career counselor, advising you on what we believe will be your best move toward reaching your goals. Ultimately, we want to achieve both with each detail.

Admin Corner

Negotiating Window The negotiating window for your next set of orders is 13-months prior to your PRD. When you call or email, I then review the slate and will offer you jobs that you are qualified for that are available from one month before up to three months after your PRD. An example is if your PRD is July of 2003, then you can call me in June 2002 and we will discuss billets that are available from June 2003 (one month before your PRD) until October 2003 (three months after your PRD). This allows more flexibility with your next assignment and more jobs can be offered.

Overseas duty We have some great overseas assignments that are very career-enhancing and offer a great opportunity for you and your family to experience different cultures. We have relatively few of these challenging assignments, and they need to be shared with all in our community. Back-to-back overseas assignments are not always possible. If you are in one of these assignments, be prepared to move at your PRD so one of our shipmates can have the opportunity to serve in one of these great assignments.

Deck/Operations/Ordnance/Security Corner

There has been some confusion lately concerning the term "penciled-in". Penciled-in is really a misnomer. "Penciled-in" means the billet is yours and is no longer advertised or offered to anyone else AND you have completed your orders negotiation and can no longer query/explore any other billets.

The steps to negotiating your orders are based on your PRD and include:

PRD minus 14-18 months: submit extension if desired
PRD minus 13-14 months: update duty preference
PRD minus 12 months: negotiate specific billets/penciled-in.

It is important for you to understand that when you contact your detailer, negotiate orders, and get penciled-in you are making a commitment for that specific billet and are not eligible to continue negotiating orders.

Due to an internal reorganization, I will be transferring the responsibility for detailing the Ordnance designators to the Electronics/Comms/ADP Detailer in October.

Surface Engineering/Repair Corner

Congratulations to our new CDR selects. We had nine of 12 Engineers selected to CDR during the FY04 CDR selection board. The selection rate for all Line LDOs was 58.02 percent. We earned a 75 percent selection rate. Proven factors determining promotion were: sustained superior performance at-sea, challenging jobs ashore, breaking out on fitness reports, and last but not least, Surface Warfare Officer qualification.

Sea/Shore Rotation There have been some questions raised with regard to post CHENG sea/shore duty rotations. Ideally, once an engineer has completed his CHENG tour, he/she should strive to obtain a challenging shore duty job such as INSURV or Afloat Training Group (two years) followed by a Repair or Staff Materiel tour (two years). This will better prepare the engineer for promotion and ultimately make them a better CHENG when they return to sea.

Electronics/Communications/ADP Corner

Consolidation of LDO and CWO Surface Communications (619/719) and Data Processing (642/742) into a single designator "Information Systems" 642/742 is close at hand. For updated information on the merger, visit the Community Manager's website. Following the merger, an additional detailer (619/642 LDO) will take on the responsibility for detailing the merged community in January 2004. I will continue to detail the EMOs (618/718). Additionally, I will assume the responsibility to detail the Ordnance LDO/CWOs (616/716) starting October this year.

There have been many queries about the re-designation selection boards that are held in May and November each year. I provide the numbers that we are willing to release for re-designation based on our current inventory and number of planned retirements and accessions in each designator. Refer to the appropriate NAVADMIN concerning requirements for submission of applications.

Special Warfare

Congratulations to all of our new LCDR, CDR and CAPT selects. We are beginning to start the upcoming season of selection boards. If you would like to gain an insider's understanding of the selection and screening process and valuable experience in understanding how your fitness reports are read by selection boards,

come to Millington and work on one! We have requirements year-round to provide board support, so if you're interested and your schedule supports, let me know. If you are traveling cross-country, consider a brief stop by NPC to visit in person.

Review your Records If you were contacted during the last board season because of a record discrepancy, now is the time to check your permanent record and verify that updates were made. Board records are created for specific selection and screening boards and is separate from permanent service records. Documentation submitted to selection or screening boards is NOT automatically forwarded to the permanent records branch.

If you have not already done so, set up your account and review your OSR/PSR - BUPERS online (www.bol.navy.mil). If you do this now the only document you may be required to submit this fall will be your latest FITREP.

Postgraduate Education/Fellowships We still have three Graduate Education Voucher (GEV) program quotas available for FY04 as well as opportunities at NPS and all of the service War Colleges. I encourage you to be proactive in your graduate education desires and research the information available from Pers-440's website at www.persnet.navy.mil or www.staynavy.navy.mil, then contact me.

Billet Assignments There are many changes leading to challenging opportunities with billet growth throughout NSW. NWU4 will decommission in October and DET SOUTH will be stood up at NSWG2 to support the AO. In addition, there will be three to six new joint billets per command starting FY-04 at SOCPAC, SOCENT, SOEUR, JSOC and SOCOM. If you are interested in one of these theaters and would like to get a joint tour in, the opportunity is there.

Hard-fill Billets The following are current NSW hard-fill billets. We're looking for volunteers, so if you are up for orders and interested, please contact me.

- USNA, Annapolis, MD, Company Officer: LT Immediate
- SOCSOUTH, Maritime Ops, PR/FL: 1 x CDR/LCDR Immediate
- SOCCENT, Staff Ops/Plans, FL: 1x LCDR Immediate
- SOCPAC, HI, Staff Ops/Plans: CDR/LCDR Immediate/0312
- SOCCENT FWD-Qatar, Staff Ops/Plans: LCDR (Post XO) 0312
- NSWU-1, Staff Ops/Plans, Guam: 1 x LT Immediate

Interested in becoming a SEAL Officer? If you are interested in a lateral transfer, check out our website for detailed information.

Keep in touch Our website is www.persnet.navy.mil/pers41/415/main.htm. Email is the best way to communicate with me so I can review and respond with educated responses. Please take the time on your email to update your POC information for our database. Good Hunting!

PERS-415, Naval Special Warfare Assignments
Phone: (901) 874-3911 DSN: 882-3911
FAX: (901) 874-2759
email: P415@persnet.navy.mil
SIPRNET: NPC415@persnet.navy.mil

Congratulations to our recent O-5 selects. The P416 web site has been recently updated to reflect officers who are eligible for promotion and screening through FY-04 and community billets. Now is the time to prepare for next year's screening boards! If you have not already done so, go to BUPERS online (www.bol.navy.mil), set up your account and review your OSR/PSR. Also, order your microfiche to ensure that everything is readable and correct. Items you should verify include a photo at current rank, all fitness reports, awards and qualifications. Remember that your record is your responsibility and only you can ensure that it is complete. DO NOT wait to the week prior to the board! If you are not sure whether you are in-zone for selection or screening next year, contact me.



A Naval Special Warfare combatant-craft crewman fires his 50 caliber machine gun from a Rigid Hull Inflatable Boat (RHIB) while operating at a forward location. A RHIB is a high-speed, high-buoyancy, extreme-weather craft assigned the primary mission of ship-to-shore insertion/extraction of SEAL tactical elements. The RHIB is equipped with 50 caliber machine guns and supports Naval Special Warfare Operations. U.S. Navy photo by Photographer's Mate 1st Class Arlo K. Abrahamson.

Special Operations

Due to constraints in officer throughput at NAVSCOLEOD, 119X officers awaiting class convening dates should anticipate a four to nine month PRD extension in FY-04.

In case you haven't heard, Explosive Ordnance Disposal Mobile Unit FOUR in Bahrain was commissioned in May 03 and tasked directly with support for COMFIFTHFLT and USNAVCENT.

As I look at the last statutory and administrative boards (read promotion and XO screenings for example) there is one unmistakable fact, performance matters and that competitive performance at sea matters most. When boards meet and get down to those last few selections, it is performance in challenging assignments that make the difference.

Starting with the October CDROM, we should see a change in minimum service for graduation from EOD School. The time required will now be three years from graduation date for officers.

Stay in touch. I can be reached at DSN 882-3910/3911; commercial 901-874-3910/3911; FAX (901) 874-2759 (Attn: P416).

REFERENCES:

- 1210-230 SPECOPS Officers
- 1212-010 Lat Transfer
- 1220-240 Disenrollment From Init Trng
- 1220-250 Requals for Diving, Demo, Parachuting
- 1131-020 Augmentation to Regular Navy

The following SPECOPS assignment opportunities are available:

| Command | Rank | Desig | Billet | Fill Date |
|----------------|------|-------|------------|-----------|
| EODTEU 2 | CWO4 | 7480 | EOD INST | 0305 |
| JSIVA | CAPT | 1140 | Team Chief | 0306 |
| EODMU 5 | CWO3 | 7480 | AOPS | 0309 |
| NSCT-1 | LT | 1140 | OPSO | 0401 |
| CCDG-3 | LCDR | 1140 | STAFF | 0405 |
| EODGRU 1 | CDR | 1140 | OPSO | 0403 |
| DET CL | CWO3 | 7480 | AOIC | 0404 |
| EODMU 5 | LT | 6480 | R/T OFF | 0405 |
| PEP CANADA | LT | 6480 | OIC | 0405 |
| PEP FRANCE | LT | 1140 | STAFF | 0405* |
| EODMU 5 | LCDR | 1140 | OPSO | 0405 |
| EODMU 2 | LCDR | 1140 | OPSO | 0405 |
| MDUS 2 | LT | 1140 | OPSO | 0405 |
| COMLANTFLT | LCDR | 1140 | STAFF | 0405 |
| OPNAV | CDR | 1140 | N411D | 0406 |
| EODMU 11 | LCDR | 6480 | R/T OFF | 0406 |
| PEP BELGIUM | LT | 1140 | STAFF | 0407** |
| NOCRI | CDR | 1140 | STAFF | 0407 |
| NSWCD IH | CDR | 1140 | CSO | 0408 |
| EODMU 6 DET MP | CWO3 | 7480 | OIC | 0407 |
| COM2NDFLT | CDR | 1140 | STAFF | 0409 |
| CCDG-8 | LCDR | 1140 | STAFF | 0409 |
| NSSCARL | LCDR | 1140 | DVG/SLV | 0410 |
| PEPUK | LT | 6480 | TRNG OFF | 0410 |

** DLI required beginning in 0311 for 12 months.

* DLI required beginning in 0305 for six months.



Naval Special Warfare combatant-craft crewmen prepare to fire 50 caliber machine guns from their Rigid Hull Inflatable Boat (RHIB) while operating from a forward location. The RHIB's features include: high-speed, high-buoyancy and the ability to operate in extreme-weather conditions. It is used in support of SEAL and Naval Special Warfare operations. U.S. Navy photo by Photographer's Mate 1st Class Arlo K. Abrahamson.



Submit Address Changes On-line at
[www.persnet.navy.mil/periodicals/link-](http://www.persnet.navy.mil/periodicals/link-perspective/Link-Perspective.htm)
[perspective/Link-Perspective.htm](http://www.persnet.navy.mil/periodicals/link-perspective/Link-Perspective.htm)

Captain's Corner

Screening Boards

Preparations for the FY-05 Screening and Selection Board season are well underway. The FY-05 Submarine Department Head and Submarine Major Command Screening Board will convene on December 2, 2003. YG98 officers will be eligible for Submarine Department Head screening. All those officers recently selected by the FY04 Captain Promotion Board will receive the first of three opportunities to screen for Submarine Major Command. If you are eligible for either of these boards, CHECK YOUR RECORD NOW! If you are unsure of your eligibility for a particular board, contact your detailer. If you are already screened for Department Head or Major Command, but not yet serving, your record still gets reviewed by the screening board to check for any dramatic changes in your performance.

We highly recommend that you review your Microfiche and OSR/ PSR to verify your record is complete. You can now review your OSR/PSR online at www.staynavy.navy.mil. If you check your record now and notice something missing from your microfiche or OSR/PSR (FITREP, award, graduate degree, etc.), you will have plenty of time to make the corrections before it becomes a crisis. Specific items to look for are:

- FITREP continuity on PSR
- All FITREPs on microfiche are readable and listed on PSR, especially your most recent regular report.
- Microfiche Photo is your current permanent rank
- OSR has an accurate listing of your completed college education in the Education box
- OSR/Microfiche lists correct number/type of awards in the Personal Decoration box
- OSR lists appropriate Additional Qualification Designators (AQDs) in the Special Qualification box

If you need to update your record with a missing FITREP or award, the detailers can take care of that for you directly. If you would like to submit third party correspondence to a selection or screening board, then a letter to the President of the Board, from you, would be in order.

If you wish to submit any third party correspondence to the board, then the eligible officer (officer on whose behalf the correspondence is written) must endorse any letters submitted in his name before these letters can be placed before the board. Ensure your letters to the board are addressed:

*President, FY05 Submarine Major Command Board
Commander, Navy Personnel Command (PERS-42)
5720 Integrity Drive
Millington, TN 38055-4200*

PERS 42 Relief

On August 1, 2003, CAPT Bill French relieved me as PERS 42 and N133. He is reporting from COMSUBRON 3 and comes to this job with a terrific background in submarines and personnel programs.

It has been an honor to serve the submarine force in the capacity of your head detailer for the past two years. It has been a dynamic time. I am proud to leave behind a force with record junior officer retention, a stable and attractive bonus package for our officers who work so hard to defend the country, and improved screening and detailing procedures.

PERS 42

FY04 CO/XO Screening Board

The FY-04 Submarine CO/XO Screening Board reported out on May 23, 2003. Congratulations to all those officers selected. As in past submarine screening boards, the number one ingredient for success was continued, documented strong performance, particularly while on sea duty, throughout your career. Some continuing themes for successful screening and promotion include:

- Breakouts in performance on FITNESS reports, regardless of assignment, are important. It's not the job that gets you screened, it's your performance in that job.
- Postgraduate degrees and Joint Education/Joint Tours can be a discriminator in the selection of the "most qualified" officers.
- Diversification of homeports, ship type, and tactical/professional concentrations continue to be important aspects of a well-rounded career.

Submarine support incentive pay

Submarine Support Incentive Pay (SSIP) is the new Critical Skills Retention Bonus applicable to submarine officers who possess critical submarine warfare skills necessary to support the Submarine Force. Navy leadership recognizes the valuable contribution that these officers provide to the submarine force, and is committed to retaining the right quantity and quality of these highly trained officers.

NAVADMIN 194/03 announced the start of the SSIP Program effective August 1, 2003. This program authorizes a bonus to sub-

marine officers (1120) who are continuing to provide support to the submarine force despite no longer being eligible for Nuclear Officer Incentive Pay (NOIP).

Interested individuals can submit applications for this program in the form of one, two, or three-year agreements for approval by PERS-42. After acceptance of your agreement, you will receive an annual bonus of \$10,000 for one-year agreements, \$11,000 for two-year agreements, and \$12,000 for three-year agreements.

For the specific program details, including eligibility requirements and sample application, visit the PERS-42 web site at <http://www.persnet.navy.mil/pers42>.

Further questions about SSIP should be directed to LT Jamie Getchius, PERS-421D, Special Pay Coordinator at DSN 882-3933 or william.getchius@navy.mil.

Battlegroup staff sub warfare officer billet opportunities

Listed below are several Battlegroup SUBOPS split tour billets that will be available in the future:

| | | | |
|---------|----------------|---------------|--------|
| Sub Ops | CRUDESGRU Five | San Diego, CA | APR 04 |
| Sub Ops | CARGRU Seven | San Diego, CA | AUG 04 |
| Sub Ops | CARGRU Eight | Norfolk, VA | SEP 04 |
| Sub Ops | CARGRU Six | Mayport, FL | NOV 04 |



Naval Station Norfolk, Va. — Sailors aboard the fast-attack submarine USS Montpelier (SSN 765) secure the lines to the pier in Norfolk. Montpelier is the last Norfolk-based submarine to return home from deployment in support of Operation Iraqi Freedom. U.S. Navy photo.

All of the SUBOPS billets involve a one to two-month training track en route, contact the Submarine Department Head Detailer, LCDR Paul Dinius, if you are interested in one of these assignments.

DESRON billet opportunity

The opportunity is only open to officers who are early in their year group to ensure no one is disadvantaged by starting their department head tour late. Contact the department head detailer, LCDR Paul Dinius (DSN 882-3932; paul.dinius@navy.mil) or the JO Shore Detailer, LT John Craddock (DSN 882-3943; john.craddock@navy.mil) to verify your eligibility. You should contact him as soon as possible, and preferably 12 months prior to your current PRD, since these assignments fill rapidly.

Department Head tours

The continuing effort to retain a high number of quality junior officers for their department head tours is paying off. Department Head tour lengths are projected to drop from the current average of 40 months to the nominal desired tour length of 36 months by early 2004. Some department heads will run longer than 36 months, yet many others will be relieved at their 36-month PRD or earlier. The normal detailing considerations of command employment, department head rotations, and personal/professional development will always drive the relief process.

SOAC dates

The following SOAC dates are provided for planning purposes:

| CLASS | CONVENE | GRADUATE |
|-------|-----------|-----------|
| 04010 | 31 OCT 03 | 02 APR 04 |
| 04020 | 09 JAN 04 | 28 MAY 04 |
| 04030 | 02 APR 04 | 20 AUG 04 |
| 04040 | 07 MAY 04 | 24 SEP 04 |
| 04050 | 02 JUL 04 | 19 NOV 04 |
| 04060 | 17 SEP 04 | 18 FEB 05 |

Graduate Education

Time to start planning for the future!

If you plan on getting your Masters degree on shore duty, get ahead of the game by completing your GRE or GMAT while still on the ship. Since the JO shore tour is only 24 months long, any delay in completing these prerequisites may jeopardize finishing your degree program before your rotation date. Your local Navy College office offers most of these exams free of charge, so utilize this resource.

The Navy and the Submarine Force have some great graduate education programs that are only waiting for you to apply. Top on the list is Navy Postgraduate School (NPGS) in Monterey, CA. This is a chance to do full time graduate study in one of the premier locations in the country. Curriculum varies from Political Science to Electrical Engineering with varying start dates throughout the year.

The application process is easy. Simply specify the program that you would like to study and let us determine your detaching timeframe to get you that program. If you are interested in a quota at NPGS, contact your detailee early to reserve a spot.

Another great deal for submarine officers to complete a Masters degree on shore duty is the Graduate Education Voucher (GEV) program. This program allows for an upwardly mobile submarine officer to receive up to \$20K a year to cover tuition and books while pursuing a Masters degree anywhere in the country. If you have questions about this program, check out the PERS-42 website or contact your detailee. There are a limited number of GEV quotas so reserve a spot today.

Changing Submarine/Nuclear Power LDO/CWO community

Submarine/Nuclear Power LDOs and CWOs are needed now more than ever to fill mid and senior leadership positions at sea.

Today's LDOs and CWOs experienced a set sea/shore rotation as enlisted sailors. Usually this rotation caused a sailor to spend 50 percent of his/her career on sea duty. Unfortunately, upon commissioning a few LDOs and CWOs have forgotten that officers, too, rotate to sea. Bypassing sea duty has put these officers at risk for promotion, since performance at sea carries a lot of weight with selection boards.

The Submarine and Surface Communities have provided senior at-sea leadership/operational billets to aspire to, in addition to some command billets. Now the LDO/CWO Community needs to uphold its end of the bargain by filling these critical afloat billets and excel-

ling in these jobs. Being selected for the next rank is based on future potential for employment and is not just a reward for previous accomplishments. Many of these employment opportunities are at sea, and the LDO/CWO community needs to remain at the forefront of leadership on the deck plates!

For the more senior LDOs/CWOs, your counsel, mentorship, and guidance are extremely important to help our junior and new accession personnel perform to their potential and enjoy what they do.

The Mustang focus has shifted to align better with the nuclear carrier demands, as well as submarine repair. Senior LDOs and CWOs need to instill a sea-going ethic in their new charges to ensure our community remains vital to the national defense.

JPME Phase I

An important milestone in any Naval Officer's career is the successful completion of Joint Professional Military Education (JPME). As witnessed in Operation Iraqi Freedom, combat operations are becoming ever more joint in nature, requiring officers who are properly-trained to operate in the joint environment.

The first step in the completion of JPME is JPME Phase I. JPME Phase I can be completed by attendance at one of the War Colleges, through the War College seminar courses, or through one of several non-resident courses. A highly-recommended alternative for those who are not able to attend one of the war colleges is the Air Force Command and Staff College non-resident course. The web link for more information on this excellent program is: www.acsc.au.af.mil/Distance%20Learning/distance-learning.htm.



Lt. Ryan Hayes, a HH-60 Seahawk helicopter pilot assigned to the "Red Lions" of Helicopter Anti-Submarine Squadron Fifteen (HS-15), talks to rescue forces during a Combat Search and Rescue (CSAR) training mission in support of Desert Rescue XI at Naval Air Station (NAS) Fallon, Nev. The exercise simulates the rescue of downed aircrew behind enemy lines enabling other aircrews to perform CSAR related missions as well as experiment with new techniques in realistic scenarios. Desert Rescue XI is a joint service CSAR training exercise hosted by the Naval Strike and Warfare Center. U.S. Air Force photo by Tech. Sgt. Scott Reed.



CAPTAIN'S COMMENTS

Greetings from the "New Guy" in Millington! I look forward to working with the superstars who are here managing your community's manpower. I will do my best to keep up.

First, I want to take this opportunity to thank my predecessor for his tremendous efforts in guiding PERS 43 the last two years. His accomplishments will enhance the combat readiness of Naval Aviation well into the future. We wish him well in his new job in D.C. and know he will miss the Businessman Specials here at Auto Zone Park.

Over the next few months, I will be visiting the home bases of each warfare community to learn your issues and challenges. I look forward to meeting as many of you as I can. I encourage your interaction with the distribution process and look forward to hearing your concerns.

The FY-04 Aviation Major Command Screen Board meets October 20-24. Now is the time to take a look at your record and provide your detailer with any necessary correspondence.

The best way to access your record is via the web at www.staynavy.navy.mil. Specific items to focus on when reviewing your OSR/PSR are:

- FITREP continuity
- All appropriate additional qualification designators (AQDs) in the special qualification box
- The correct number / type of personal awards in the personal decorations box
- Ensure you have a service record photograph in your current rank

I strongly recommend you contact your detailer to provide current contact information, as he may need to get in touch with you when we conduct record reviews in September/October.

Again, I look forward to serving you as your Director of Aviation Officer Distribution. This is an exciting time to Fly Navy and there are plenty of opportunities for you on the team. Stay connected with your detailer and help us to help you to find the best assignment for you and our nation. Fly, Fight, Win.

CDR NOTES PERS 431

Greetings from the CDR shop, we are in the midst of another personnel turnover. By the time you read this, we will have changed TACAIR and VP/VQ detailers. We can no longer publish our names here in *LINK-Perspective*, but you can contact us through the links on our website at www.bupers.navy.mil/pers431/directory.htm.

We would like to focus this issue on aligning expectations with reality in Post Command Commander (PCC) detailing. We have about 165 initial Aviation CDR Commands. (The number varies depending on the Naval Recruiting District allocation). Command tours vary in length from 12 months to 18 months, depending on the Command. When tour lengths are factored in, Naval Aviation generates approximately 132 PCCs each year.

We have reviewed the number of billets that PERS 431 customarily fills with PCCs, and there are 202 of those billets. These PCC billets typically include sea duty, War College, OPNAV, BUPERS, NAVAIR and other Navy specific jobs, traditionally within the life-lines of the Navy. None of them are Joint Billets. The War Colleges give JPME credit, but none of the other jobs offer joint credit. The

length of the orders vary from one to three years depending on the type of orders (sea, shore or War College). After annualizing the requirements we determined that there are approximately 112 PCC billets to fill each year.

Having 112 Navy jobs to fill and generating 132 PCCs, leaves about 20 PCCs each year available to send to joint jobs. You should understand that when you roll out of your Command tour, your chances of going to a Navy job are very high. We will review your record and try to ensure that those who need joint credit get it, and those that have not been to War College get there. Timing and Navy requirements may prevent us from getting you Joint until after you complete a PCC Navy job.

Where are the Joint jobs? They are in DC, Norfolk, Miami, Tampa, Colorado Springs, Omaha, Europe, Hawaii, and Omaha. There are two types of Joint jobs: Joint Staff (JCS) and all the others (Joint Other). Why is this important? The law says that the individuals filling billets in Headquarters (OPNAV), the Joint Staff, and Joint Other must all promote at the same rate. The Navy has never met that criterion for O-6 promotion. The promotion rate for those assigned to Joint Other has lagged well behind the promotion rate for JCS and OPNAV. Since given that 99% of PCCs are promoted to O-6, we must populate the Joint Other billets with a higher percentage of Post Command Commanders. Either that or send fewer PCCs to OPNAV and JCS...figure the odds on that. Which Joint Command has the lowest manning level? STRATCOM in Omaha is manned well below all Joint Commands.

What does this mean for all you COs and XO's out there? Just before you contact one of us 12 months before you give up command, pull out this article and re-read it. Then you won't be surprised when we tell you that your next job will probably be a Navy job. If you need joint duty and your timing works, we will try to get you joint...this year expect Omaha to be highest on the list of available locations.

Next Issue: What to expect if you are a non-screened O-5.

HELO SEA PERS 432H

This will be my last Perspective article. It has been an interesting tour and I have completely enjoyed detailing bubbas to career-enhancing sea tours at the pointy end of the spear. My replacement is coming from his department head tour at HC-11 in San Diego. A few items of interest before I depart the pattern:

Those of you that were selected on the FY-04 LCDR selection board will need to submit a DH preference email to your community representative as soon as possible after the results of the board are posted. Your community representative's email addresses can be found on the PERS-43 page of the BUPERS website:

- HC – Helo Sea (PERS 432H) Detailer
- HM - HC / HM / TYCOMS / FASO / TACRON (PERS 433J) Placement
- HS – Helo Shore (PERS 432Q) Detailer
- HSL - HSL / HS (PERS 433I) Placement

The Second Sea Manning Plan (SSMP), approved in the summer of 2002, reduced the number of billets available to aviators for second sea tours. In the past, popular (read career enhancing) billets were oftentimes available within the nine-months from PRD

window. Currently, popular billets are rarely available inside the 12-months from PRD window. This has resulted in fewer choices for bubbas that wait too long to make the orders decision. Decide early in your 1st shore tour if you are staying or resigning. Once that major decision is made, the rest is easy. You will be going back to sea and because of that inevitability, why not make the tour something that you want to do. The best way to do that is to talk to your detailer early (NLT 15 months prior to PRD) and give him a realistic and finite preference.

The Expeditionary Strike Groups will be standing up over the next several years. Those staffs will have a HSL pilot billet in the operation department. This will be a great opportunity for those HSL bubbas that want staff experience on a staff equivalent to a CVBG

The SSMP has expanded the opportunity for more helicopter pilots on the carrier. In the past, the majority of helicopter pilots were detailed to the gators. The loss of aviator gator billets has expanded the opportunity to send more folks to the carrier. With the CONOPS in full swing, those officers not normally exposed to the carrier will be able to gain invaluable experience if they are eventually headed for a HSC or HSM CVW squadron.

VAM/VAQ PERS 432K

I have thoroughly enjoyed representing the community JOs in my first seven months here at the Bureau. Sending a quick note on the future of the community as we see it and some observations for consideration by everyone thinking about his/her next milestone.

The EA-18G is coming. FY-09 is the target year to begin transition. That means that some of today's JOs will be the DHs manning the G squadrons. I say "some" because the DH opportunity will be reduced considerably for G squadron NFOs in the first few years, based on historical retention and the number of NFOs currently manning the fleet and the manning plan being proposed for the G squadrons. Meaning that "sustained superior performance" is more important than it has ever been, starting in the first JO tour and continuing to the first shore tour. These two tours are the most important in determining whether a DH slot will be offered.

A briefing has been given to the community leadership on our view of the future landscape. Talk to your front offices for details, then call or email us for milestone counseling.

We are here for you. So please continue to call or email us with your concerns/desires. We, in turn, will continue to give the most straightforward word we can, based on the best information we have at the time, so that you can make the most informed career decisions possible.

VAW/VRC PERS 432E

We are on the doorstep of the spring selection board season and the accuracy of your service record is important. Everyone should be familiar with the BUPERS online website as a tool for record review. It is your responsibility to review the accuracy of fitness reports, awards, and qualifications held on file. Feel free to contact me if you cannot access the site.

The community continues to make every effort to ensure that all officers recommended for a department head assignment are offered a squadron department head tour. Year group 99 and senior have been slated for DH assignment; contact me if you are unsure of your individual timing or available options.

For those who will or have exceeded their MSR and desire to

leave the service, resignation requests should be submitted to PERS-3 one year, but not less than nine months, prior to your desired resignation date.

The placement officer and I have converted to NMCI. For best results you should use the NMCI email address when contacting us. There have been no changes to our telephone or fax numbers.

Striving to provide quality service at reasonable prices!!

VF PERS 432G

Greetings "Big Fighter" Community, This is my first article as your Detailer and I would like to take a moment to express my thanks for the opportunities to serve you as your Detailer for the next year or so. I have had a lot of opportunities in the past few months to meet and talk to many of you, and it has been a pleasure. Over the last 14 years and five deployments in the Navy, I have had the opportunity to separate from the service after the completion of each set of orders. I have always chosen to stay due to two reasons: our mission, and the people I work with.

Obviously, my ultimate focus is to prioritize and combine the needs of the Navy with the career progression of the individual. Sometimes, they do not always align and as some of you have found out in the last few months, Big Navy will always take priority. Remember as Naval Officers, our priority must and always will be on sea duty: it is the embodiment of our mission and the Navy's commitment to our country. With that said, here is a look at potential orders for various roll groups:

First Shore Orders: For JO's rolling from their first Fleet tour, the opportunity for fast track flying jobs (i.e. FRS's, SFTI, NSAWC, TPS) will become more and more competitive over the next few months and through 2004, and it will take a strong EP to get these orders. Remember that your performance in your first tour will dictate where you go for shore duty. For you Oceana based JO's, the hard news is that the chances to stay in Virginia Beach after your first tour is almost non-existent. I am no longer detailing first tour JO's to VF-101. All roads for our community still lead through Lemoore as we transition to the Super Hornet. In addition, VFA-122 is becoming manned at an appropriate level and it will be very competitive to get these orders, especially for 1320's. If you do not go to the FRS, TPS or SFTI as an EP player you can also compete for NSAWC and VFC-13. If you leave your first tour with an MP you can expect to go to VT. VX-9, China Lake, VFC-12 are all pretty much full for the next year to year and a half. The good news is that once VFA-122, NSAWC and the VT's are manned at an appropriate level I can start looking at PEP, ONI, ROTC, etc. as other options for aircrew on a case-by-case basis. And, as is always the case in the detailing business, there will be exceptions to the rule, but expect them to be few and far between.

Because of the limited number of competitive billets I would like all JO's to contact me one year out from PRD with a "wish list" so that I can start putting the pieces of the puzzle together. As you approach your 6-month window to PRD and have your last competitive FITREP, we can talk more specifically about your future.

Second Sea Orders: If you have at least a year available for sea duty prior to your department head tour (rule of thumb is to start DH in your 11th year), anticipate a second sea tour. SFTIs can expect two-year squadron orders. Non-SFTIs may go one of three places: a carrier (as shooter, TAO, asst strike, or asst air ops), an air wing staff, or a flag staff (CCG or CCDG). Either route – SFTI or

non-SFTI – can be equally competitive towards promotion and command. In fact, the non-SFTI who does well in a carrier billet will get more recognition than the SFTI who breaks out in a squadron, all else being equal. As your detailer, you and I will look at your past record and decide where you need to go to keep you competitive for DH and command screen.

Post-second Sea Orders: If you have time before DH (again, rule of thumb is YG+11 to start DH), this tour is a chance to step out of the cockpit for a year or so and do something different. War College (Air Force, Army, or Marine Corps) is a good option. Also consider fellowships, internships, or serving as an admiral's aide. Do not expect to go back to 101, 122 or SWATS if you've already done a tour at one of those places. This tour is also a good opportunity to get a graduate degree in your spare time at the school of your choice, which the Navy will fully fund through the Graduate Education Voucher program.

Department Head: The importance of a DH tour cannot be overstated, since it is the tour that counts the most towards O-5 and command screen. There will again be a DH screen board this December for YG 93 with the slate coming out in January 2004. As I rack and stack records this fall it is important to ensure all your FITREPs are in. Those who don't do a DH tour can expect to go to a community hard fill, the TRACOM, a TACRON, VC-6, VC-8 or similar as a special mission DH.

Post-Department Head: If you haven't stepped out of the cockpit up to this point in your career, this is the time to do so. A competitive route is Navy War College to a joint job, or straight to a joint job, which are located all over the map - DC, Norfolk, Colorado Springs, Omaha, Europe, and Hawaii to name a few of the places. In some cases Post DH's can also expect to be used for a community hard fill such as OPNAV. Some general advice here is if you are a guy who has remained in one place for an extended period of time (ex. Oceana for five or so plus years) and in the cockpit, you are not helping your chances for command screen. Based on lessons learned from the last command screen board and looking at the future competitiveness of the next few screen groups, diversity and "doing the hard thing" will strengthen your overall record. Again, you and I will work on an individual basis and decide what you need to do to remain competitive for command based on past screen boards and your individual record.

In conclusion, if you ever have the chance to visit Millington, I strongly encourage you to do so and get a first-hand look at the detailing process and issues involved. Please feel free to contact me as often as you like with any concerns or questions. Remember that I am here as your advocate for your career.

Also, this may be the last individual VF Detailer article you may read. In the future, as we all become one big Strike Fighter Community (i.e. F-14, F/A-18C/E/F combined) you will probably see a combined article between myself, and the F/A-18 Detailer.

VFA P432F

Fellow Strike Fighter Aviators,

Howdy to all, new sheriff in town here, looking to "Serve and Protect" your professional needs. As most of you are aware, my predecessor has gone on to bigger and better things. He's done some excellent work for our community and I'll endeavor to carry

on in fine tradition.

In an effort to spread the wealth of knowledge and make everyone aware of the challenges we face in our community, here's a quick rundown of some of the issues with which we're currently dealing in the VFA manning world.

First Shore LTs: We currently don't have enough to go around and consequently our production sources stay consistently undermanned. By production sources, we mean the 4 FRSS (106, 101, 125, 122), the SFWSS, NSAWC, VX-9 or the TRACOM, all of which contribute to the manning and support of the VFA community. Due to shortfalls in the 96 and 97 year groups, this manning situation will continue to be a challenge. If you are a LT rolling to shore duty within the next year or so, you can expect to stay in the cockpit and roll to one of these activities at your PRD.

Second Sea: The efforts of previous detailers and placement officers have resulted in VFA finally being able to shoulder our community share of 2nd sea positions. There are numerous positions on a CVW staff, as an SFTI, on a BG staff or CV/N, all of which are clamoring for strike fighter knowledge and experience. If you are not wearing 0-4 at the end of your first shore tour PRD, you are probably a 2nd Sea player. We need you in the Fleet!

Department Head: We're getting ready to slate Screen Group. Some of you out there will be the first MMA Skippers! For the officers that are in your first VP tour, get every qualification possible so that you are competitive for the best shore duty orders. For the officers that are on shore duty and are considering "Staying Navy", make your decision early and call the sea detailer 15-18 months out to start talking options and career progression issues. The goal is get orders rolling nine to 12 months prior to PRD. Choose the most challenging SST billet, excel in it and HAVE FUN.

I've had a great time here in Millington getting to know many of you who are out in the fleet fighting the war. I look forward to joining you as I head to VP-9 for my DH tour. Please welcome the new shore detailer and good luck to the new sea VP detailer as he takes the sea desk. See you in the fleet!

VQ PERS 432U

The last few months have been exciting times for the VQ community. As we finish the recovery from surge operations, we can take pride in our participation in fleet wide operations. Every fleet staff, every carrier, most TACRONs and most afloat staffs continue to benefit from VQ representation. Not to mention VQ-1, VQ-2, VQ-3, VQ-4, VPU-1 and VPU-2 continue to conduct important operations across the globe. The fact that there is an ongoing effort to replace the EP-3E with a new SIGINT aircraft and the new MDS upgrade about to be delivered to the TACAMO community, highlights the Navy's desire to retain and continue to improve both VQ missions.

VQ along with the rest of Aviation has experienced unprecedented retention. With a larger pool of officers, finding and getting good jobs has become more difficult. In order to improve your chances on getting that job, talking to me early is a must. Just send me an email, with your new telephone number, as soon as you check in to your new command. Keeping the lines of communication open is very important.

Remember, Fly hard, Fly safe, and have fun. I look forward to hearing from you.

VS PERS 432S

The next Aviation Command Screen Board is scheduled to convene March 31, 2004. This board will look at Screen Groups 88, 89, 90, and 91. If you are up for this board, take a look at your record to make sure it is good to go. You can view your record online by visiting www.staynavy.navy.mil and following the links for officer records (which direct you to BUPERS Online). If you need to make changes or provide updates to your record, follow the directions in the FAQ. FITREP continuity is very important – you should have no FITREP gaps greater than 30 days from the start of your operational career (i.e. post TRACOM/FRS student FITREPs). You should also have a current officer photo in your record. In order to check whether or not you have a current photo, you have to order your record on microfiche. You can request your microfiche online at www.bupersaccess.navy.mil and it will be mailed to your command. Please take the time to verify that your record is ready for this important board.

Aviation LDO/CWO PERS 432M

EDUCATION! That word can make the difference in a promotion board. It is true that we as LDO/CWO's currently do not have to have any college education, but when everyone you compete against for promotion has sustained superior performance, education becomes a key breakout point that will separate you from the rest. Off-duty education will become increasingly important in the future, as education is certain to become a necessary part of our career progression. There are many college programs out there, from formal college classroom classes to on-line programs that fit the needs of deployers; education is available for all those who want it. Check with your Navy College Office to get started.

As my tour here at BUPERS comes to a close, I would like to take this opportunity to bid you farewell as your detailer. I will be departing this month for duty at COMNAVAIRLANT as the Ships Installation Officer. It has been two quick and busy years, but very rewarding and enjoyable. I have had the opportunity to meet many of you, or at least talked with you on the phone. It has been a real pleasure to work with such a fine group of professionals. To those of you who assisted me in making this a successful tour, I offer my sincere thanks and gratitude. If you ever have the opportunity to be the detailer, take it. It is a great job and well worth the effort!

My relief is onboard. Reporting from COMNAVAIRLANT, he has served aboard several carriers, the most recent one being the USS Eisenhower where he was the Aircraft Handling Officer. He brings to the job an abundance of fleet, as well as staff, experience. Please welcome him when you get the chance.

Aviation Notes

What's up with my education? There are many opportunities in the Navy to achieve your Masters Degree in various fields of study. For FY-04, Aviation has a total of 41 quotas to fill at Navy Post Graduate School. The curriculums range from Aerospace Engineering to Financial Management.

To learn which curriculums are available, contact the Aviation Schools Detailer (PERS 432D). If you're looking to get in the DC area and work on your Masters full-time, DC Intern at George Washington University is a great way to go. Aviation will have six quotas per year with classes starting in August. The next NAVADMIN

should be out in Nov for the Aug 04 class. For those going to a standard set of shore duty orders, the Graduate Education Voucher (GEV) program is an excellent opportunity. The GEV will pay 100 percent of cost up to \$20,000 per year for two years at any College or University of your choice. Under this program you will attend classes during off duty hours on a not to interfere basis with your primary duties.

The FY-04 GEV NAVADMIN will be out this fall. An excellent opportunity for anyone who wants to go to the Naval Academy would be the Company Officer Program. This is a 36-month tour where you will attend school full-time for the first year and receive your Masters Degree. For the last two years you will serve as a Company Officer. New on the horizon is the Executive Master of Business Administration (EMBA) program. Formally the Aviation EMBA, this program has two sessions starting this fall, one in Norfolk and one in San Diego. The program will be open to all URL Officers stationed in these locations that have at least 24 months remaining on their orders. Please refer to the Graduate Education Placement Officers (PERS 440B) article in this issue for additional information. If you require additional information on these graduate education opportunities, you can contact PERS 432D or PERS 440B.

OSR/PSR - You should make it a habit to review your OSR/PSR online at the BUPERS web site (www.staynavy.navy.mil). At the very least, it should be checked prior to a promotion board. For FITREP corrections, call PERS 311 at DSN 882-3320/2 (COMM 901-874-XXXX) and for OSR corrections, call DSN 882-3330/93.

JO Billet Web Site - The JO Billets website has undergone some changes in the last few months. We are no longer posting all of the billets that are available to the Aviation JOs, just the highest priority/hard-fill billets. Remember, high priority billets are listed as such for a reason. First, they fill the needs of the Navy. In addition, they can be career-enhancing for the member. If you'd like more information, or if you want to volunteer for one of the hard-fills, please contact your detailer.

Detailer Visits - The detailers go on several trips throughout the year, but they don't always make it to where you are. However, if you can make it to Millington, we'd like to encourage you to come by and meet with your detailer. During the meeting you can discuss PCS orders, future career options and review your record. Plus, while you're in town, you can also get some great Memphis barbecue. Call your detailer in advance to set up an appointment.

Boards - PERS 43 is always looking for volunteers for various selection boards held here in Millington. They provide a great opportunity to see how the process works and can better prepare you as a senior rater on evaluations and FITREPs. Contact our board representative at DSN 882-3955, COMM 901-874-3955 or send him an email at brian.helmer@navy.mil if you need more information or you're interested in volunteering.

FAQs - Don't forget to check out our Frequently Asked Questions section of the PERS 43 web site. There is already a wealth of information contained within the PERS 43 site, but if you have a question that you want answered, please send it to the web master at denise.williams@navy.mil. I'll direct your question to the appropriate person, who will respond directly to you and then we'll post the answer to the FAQ section.

GRADUATE EDUCATION

GRADUATE EDUCATION AND
SCHOLARSHIP PLACEMENT
PERS 440B

For eligible officers who wish to pursue a Graduate degree, educational opportunities are always available at the Naval Postgraduate School. All interested are advised to contact their detailer for more information. The Naval Postgraduate School (NPS) emphasis is on education and research programs that are relevant to the Navy, defense and national and international security interests. NPS provides a continuum of learning opportunities, including Graduate Degree Programs, Continuous Learning Opportunities, Refresher and Transition Education. These programs are under the auspices of the four graduate schools.

For a Naval Postgraduate School catalog contact:

Director of Admissions (Code 01b3)
Naval Postgraduate School
589 Dyer Road, Room 103D
Monterey, CA 93943-5100
Telephone: (831) 656-3093/
DSN 878-3093
www.nps.navy.mil

Specific degrees are:

MASTERS OF ARTS DEGREE: International Security, Civil-Military Relations and National Security Affairs.

MASTERS OF SCIENCE DEGREE: Aeronautical Engineering, Applied Mathematics, Applied Physics, Applied Science, Astronautical Engineering, Computer Engineering, Computer Science, Contract Management, Defense Analysis, Electrical Engineering, Engineering Acoustics, Engineering Science, Information Systems and Operations, Information Technology Management, International Management, Materials Science and Engineering, Mechanical Engineering, Meteorology, Operations Research, Physical Oceanography, Modeling Virtual Environments and Simulation, Operations Research, Physical Oceanography, Physics, Product development, Program Management, Software Engineering, Space Systems Operations, Systems Engineering, Systems Integration, Systems Technology.

ENGINEER DEGREE: Aeronautical and Astronautical Engineer, Electrical Engineer, Mechanical Engineer.

DOCTOR OF PHILOSOPHY: Aeronautical and Astronautical Engineering, Applied Mathematics, Applied Physics,

Computer Science, Electrical Engineering, Engineering Acoustics, Mechanical Engineering, Meteorology, Modeling Virtual Environments and Simulation, Operations Research, Physical Oceanography, Physics, Software Engineering.

DOCTOR OF ENGINEERING: Aeronautical and Astronautical Engineering, Engineering Acoustics, Mechanical Engineering.

Graduate Education Voucher Program:

The Graduate Education Voucher (GEV) program provides up to \$40,000 for two years of off-duty graduate education for Unrestricted Line Officers (URL) whose career paths provide limited opportunity for full time graduate education. Eligibility is open to O-3 through O-5 active duty list URL officers from the 111x, 112x, 113x, 114x and 13xx communities (not to include tars) with demonstrated superior performance and upward career mobility. Applicants should be transferring to, or currently on, shore duty with sufficient time ashore to complete a Masters' degree program. Further questions should be directed to the NPS Civilian Institutions Program office (Code 031A) at (831) 656-2319/7979; DSN 878-2319/7979 or e-mail: 031a@nps.navy.mil. Officers interested in the GEV program should contact their detailer (PERS 41/42/43).

Tips for GEV selectees: once notified by your detailer that you have been selected to participate in the GEV program, in order to begin receiving GEV funding it is important that you begin the timely submission of all required paperwork the cornerstone of which is your Education Plan. The GEV website, www.nps.navy.mil/code031a/GEV_Program.htm, should be referred to first. It provides detailed descriptions on the process for submission, including a list of required items for initial approval. In order to avoid delays in the approval process, please ensure all of the required items are included with the submission of the required paperwork. Without approval of your program, the officials at your Navy College Office will not be able to process your paperwork and you will not be able to receive GEV funding. Read through the guidance provided, and if you have any additional questions please contact the NPS Civilian Institutions Program office.

An additional point addressed in the



Naval Postgraduate School, Monterey, Calif. — Officers at the Naval Postgraduate School were addressed by the Honorable Hansford T. Johnson, Acting Secretary of the Navy.

"Transformation is a word that is overused these days. However, there is no other description we can apply to the positive things that are happening in our Navy," Johnson said. Photo by Javier B. Chagoya.

NAVADMIN, GEV funding cannot be used to retroactively pay for previously completed coursework. If you miss the deadline you miss funding.

MIT/Woods Hole Joint Master's Program

Each year the Navy's MIT/WHOI Joint Master's Program enables limited numbers of highly qualified officers to attend the MIT/WHOI Joint Master's Oceanography Program and earn a Master's Degree in Oceanography from these prestigious institutions. Graduates also receive the 6402 subspecialty code and can expect to fill subspecialty-coded billets in subsequent tours. Officers study full-time at MIT/WHOI in a 27-month program and receive full pay and allowances.

This program is looking for highly moti-

vated individuals with very high academic achievement to apply. This is a very competitive program and quotas are limited. However, the opportunity for selection has improved greatly with the development of a fellowship program between the Office of Naval Research and MIT/WHOI. In FY04 there will be a total of four quotas available for qualified students (those meeting MIT's admissions standards).

Successful candidates from the Unrestricted Line (URL) or Restricted Line Oceanography (180X) enter the program June of each year. The URL participants will be selected from the warfare specialist communities, specifically: 111X, 112X, 131X, and 132X based on projected 6402 (Operational Oceanography) subspecialty requirements for these designators. Newly commissioned officers, from the United States Naval Academy (USNA) and the Naval Reserve Officers Training Corps (NROTC) will also participate.

An Academic Profile Code (APC) of 012 or higher is recommended for this program. Your APC may be obtained from your detailer. Prospective applicants should contact their detailer and Commanding Officer to assess career-planning implications of the program and to gain concurrence on availability before requesting an application. All applicants must have completed the Graduate Record Examination (GRE) general test within the last five years. GRE scores of successful applicants have generally exceeded: verbal 650, quantitative 650, and analytical Writing 4.0. GRE results must be included in the MIT/WHOI application. Original application should be sent directly to MIT. A copy of the application, documentation of detailer concurrence (detailer's name, phone number and PhonCon date) as well as the Commanding Officer's concurrence to detach in time to report to MIT/WHOI in June 2004 must be sent to the office of the "Oceanography of the Navy (N096)". Selectees for the program will be notified in March 2004, allowing for minimal time for orders planning and preparation. All applicants should continue with standard career planning until notified of their selection for the program.

Interested Officers/Midshipmen must contact CDR Angel R. Rivera via phone (202-762-1016) or email (angel.rivera@navy.mil) NLT 01 December 2003 and provide the following information: a. Name b. Mailing address c. Voice and fax numbers (Comm and DSN) d. e-mail address. Applications must

be received by MIT, NLT 15 January 2004.

Application procedures are contained in OPNAVINST 1520.31A.

EXECUTIVE MBA (EMBA) PROGRAM

The EMBA Program offers the latest defense-focused knowledge and skills in financial management, acquisition, program management, policymaking, and change management to Unrestricted Line Officers (URL) who may not have the opportunity to attend the Naval Postgraduate School in Monterey CA.

The EMBA program is offered by the Naval Postgraduate School's Graduate School of Business and Public Policy. It is a 24-month, part-time program with students meeting once a week in their local area. There is a rigorous one-week introductory session at the beginning of the program where students are required to travel to the Naval Postgraduate School campus. The remainder of the course is taught using a hybrid of distance learning approaches. Upon successful completion of the program requirements, a student is awarded an Executive Master of Business Administration degree granted by the Naval Postgraduate School.

The defense-focused EMBA program will be offered in major fleet concentration areas like: San Diego, Norfolk, Jacksonville, the Pacific Northwest, and Pearl Harbor with many of these course locations already underway. Additional locations can be added to a cohort if at least five Officers per site enroll in the EMBA. The EMBA requires command sponsorship. To be considered for the EMBA program, an applicant must meet the following criteria:

- LCDR and above (exceptions made for Sr. LT)
- Department Head tour completed or middle-level management experience
- Undergraduate degree from an accredited four-year college or university

- APC of 245 (2.6 or greater GPA)
- Very strong potential for promotion

More information and application procedures on this program can be found at www.emba.nps.navy.mil or you can contact the EMBA Program Director at (831) 656-2755 (DSN 756), or emba@nps.navy.mil.

CD-ROM JPME PHASE I COURSE

JPME is an important milestone in an officer's professional development. To facilitate a greater opportunity for access to Joint education, Navy has established a memorandum of understanding with the Air Force to provide up to 300 additional Air Command and Staff college (ACSC) non-resident, JPME Phase I CD-ROM courses to Navy officers. The ACSC-course was previously available only to O-4 select and senior officers, but through this agreement is now available to Navy LT's as well. The ACSC non-resident course consists of 10 CD-ROM segments reinforced through reading materials, online exercises, and six multiple choice exams offered through Navy College sites.

The Air Force course provides a flexible, self-paced delivery method and an additional opportunity for the Fleet officer to obtain JPME Phase I now. The ACSC Course can be completed in as few as 10 months with 18 months maximum time permitted. Information and enrollment for the ACSC course can be obtained by contacting the ACSC distance learning department at (334) 953-7901/(800) 316-7042/DSN 493, or by going to the ACSC web page at www.acsc.maxwell.af.mil and clicking on distance learning. The Naval War College is also currently developing a self-paced CD-ROM based course with a maritime perspective. Questions may be directed to LCDR David Edgecomb at (703) 695-3616, DSN 225.

**Not sure how to
assist a customer
from the fleet? Refer them to our
Customer Service Center at
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www.staynavy.navy.mil**



Join the Engineering Duty Officer Community

Ever considered a career designing, acquiring, and building new classes of ships, submarines, and ship systems (weapons, navigation, communications, etc.)? How about working the life cycle management of the existing ship and submarine platforms? Are you interested in Diving and Salvage? If so, becoming an Engineering Duty (ED) Officer will get you there.

The Engineering Duty Officer Community has room for top performing LCDR's and junior to join the ranks. The ED community is not a direct accession community. Instead, ED's start their Navy career as URL officers. Officers with proven operational experience who desire to branch off into technical leadership jobs can apply for lateral transfer to ED (Desig 146X). ED's are valuable to the Navy because they bring their experience as ship and submarine operators to the design, construction, repair, maintenance, and overhaul of ships and systems.

As advocates for the URL communities who operate ships and submarines, ED's work alongside government civilians and contractors to ensure the most capable platform possible is ready for sea. As an ED Officer, you will have the opportunity to attend the Naval Postgraduate School or MIT.

If you have a warfare designation, a technical Bachelor's degree, and want to get a technical master's degree, then the Engi-

neering Duty Community is interested in making you part of the team.

If you want to learn more about the ED Community, then check out the ED Web site at www.persnet.navy.mil/edo/.

How do you become an Engineering Duty Officer? There are several ways to become an ED. URL Officers may request redesignation through the Lateral Transfer Board which meets each spring and fall. Midshipmen and Officer Candidates may select ED option at service selection from the Naval Academy and NROTC. ED Options can either start out as Surface or Submarine Officers.

After surface warfare ED option officers earn their SWO pin, they can execute their ED option, transfer to postgraduate school at their PRD and start their ED career. Submarine ED option officers earn their dolphins, execute their ED option, and transfer to postgraduate school after their JO tour.

The Submarine Officer will then serve as department head following PG school for a tour before starting their ED career. Another path to become an ED is through Officer Candidate School (OCS) as an OCS ED Option Officer. After OCS, the officer will first earn their warfare designation before executing their ED option and transferring to PG school at their PRD.

If you have any questions or would like to know more about these programs, contact LCDR Shannon Terhune, PERS-445D, at commercial (901) 874-3085, DSN 882-3085 or by e-mail at shannon.terhune@navy.mil.

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Aerospace Engineering Duty Board Gouge Officer (AEDO)

Administration and your record:

Pay attention to your record! You and only you are responsible for “due diligence” (as the JAG’s like to say) in maintaining the currency and accuracy of your professional record. Whether you are readying your record for a statutory board or applying for an administrative board, the same general rules apply.

General Record Maintenance:

FITREP continuity- Ensure you have no gaps in your record greater than 90 days. Training command gaps where you received not observed reports are not an issue, but gaps greater than 90 days during observed FITREP periods certainly are. They show poor preparation by the officer and will leave the board members guessing as to what occurred during that time frame in your career.

Current photos- You must have a full-length photo in khakis showing your current rank in your permanent record. This omission will generally not keep your record from selection, but again it reflects on the professionalism of the officer under consideration.

Awards- Review your record to ensure all your awards and medals are contained in your record.

Command endorsements versus letters of recommendation- Know the difference! Endorsements come from those in your chain of command (i.e. CO, CAG, Commodore). These letters must include the words “first endorsement”, “second endorsement”, etc and are forwarded with your application. Letters of recommendation come from those outside your chain of command (i.e. – your former CO). Letters of recommendation may not be sent directly to the board, they must be sent via the member. Improper formats reflect poorly on the Command and the member. The board may reject improperly formatted letters.

Contact information- Ensure your detailer has a current email address and phone number for you at all times. If you are applying for an administrative board, ensure you provide contact information along with your application. This will help the board recorder to notify you that something is missing in your record and will allow you to submit updates to your record prior to commencement of the board.

Record corrections- Corrections submitted for administrative and statutory boards apply to that board only and do not become a part of your permanent record. You must also submit the changes through appropriate BUPERS channels.

Obligated service- If selected by a board, you may be obligated to serve for a specific period of time following training or Permanent Change of Station (PCS). Know your obligated service requirement prior to the board.

On a final note, take the time to get your self on a selection board either as a recorder or board member. You will gain valuable insight on the board selection process, will know how to write better FITREPS or FITREP submissions, and will know how to train the junior officers in your Command. To review your record on line, visit www.bol.navy.mil.

As always, if you would like to discuss your future in the AEDO community directly, please contact the new AEDO detailer, CDR Dan Cuff, at 901-874-4108 or via email at p446b@persnet.navy.mil. You may also contact our new O-6 Detailer and Senior Community Manager, CAPT Terry Merritt, at 301-757-8483 or via e-mail at MerrittTL@navair.navy.mil or our Community Manager, LCDR Tom Popp, at 301-757-8480 or via e-mail at PoppTC@navair.navy.mil for additional career guidance.



Tim Hoffman, an aerospace engineer from Naval Aviation Systems Command (NAVAIRSYSCOM) Depot North Island, Calif., evaluates damage to a UH-1 “Huey” aboard USS Saipan (LHA 2) just off the coast of Kuwait. NAVAIRSYSCOM sent 52 volunteers to act as forward deployed in-service repair personnel providing Depot level maintenance during Operation Iraqi Freedom. U.S. Navy photo.

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Joint Duty/Education and the METOC Community

Joint duty experience is an important part of a Naval Officer's professional development. Since we routinely operate in Joint environments afloat and ashore, it is extremely important that we maintain an officer corps well-versed in Joint interoperability. Although you are not required to be eligible for selection for promotion to flag rank (we have a science and technology waiver), joint education and experience should be one of your career goals.

We currently have 18 Joint Coded billets. All of those billets are coded JD1 and provide joint credit over a 3 year period. JD1 billets do not require an officer to be designated as a Joint Service Officer (JSO) prior to fill. Our Joint Duty is available worldwide. There are five O-6 Joint billets: OSD (DC - rotational), HQ NIMA (DC), SACLANT (Norfolk), NATO Military Committee (Brussels - rotational) and National Defence University (DC). There are five O-5 Joint billets: PACOM (Hawaii), JCS (DC), USSTRATCOM (Omaha), JFCOM (Norfolk), and the SACLANT ASW Research Center (La Spezia). There are eight O-4 Joint billets: EUCOM (Stuttgart), CENTCOM (Tampa), NORTHCOM (Colorado Springs), USSTRATCOM (Omaha -3 billets), HQ NIMA (DC) and AF South (Naples).

For those officers desiring JSO designation, three steps are required: Joint Professional Military Education (JPME phase I and II), completion of a three-year Joint Tour, and formal board selection. JPME is available through several methods. Based on our Joint billet requirements, the METOC Community is allotted three annual War College quotas. Two Senior (O-5) quotas are available; one at National Defense University (NDU) in Washington, DC and one at Naval War College in Newport, RI. The junior (O-4) quota is available at the Naval War College. Additionally, many officers fulfill JPME requirements through correspondence and seminar programs. NDU satisfies both Phase I and II requirements; other programs only satisfy Phase I. Those officers requiring Phase II education through the Armed Forces Staff College (Norfolk) will normally be assigned to the college enroute to their Joint tour or will be sent from their Joint command after arrival.



Aerographer's Mate Airman Leonardo San Miguel of Brownsville, TX, measures the wind direction and speed with an Anemometer-Wind Vane from the roof of the Naval Pacific Meteorology and Oceanography Facility. U.S. Navy photo by Photographer's Mate 3rd Class Lamel J. Hinton

FY04 Board Schedule

For planning purposes, the Board Schedule for the upcoming fiscal year is as follows:

| Board | Convening Date |
|-----------------------|----------------|
| PhD Board | 02 Oct 03 |
| Lat Xfer/Augmentation | 12 Nov 03 |
| METOC Command Screen | 13 Nov 03 |
| CAPT Line Active | 13 Jan 04 |
| Active LDO/CWO IP | 21 Jan 04 |
| CDR Line Active | 18 Feb 04 |
| LCDR Line Active | 20 Apr 04 |
| Lat Xfer/Augmentation | 07 Jun 04 |

Promotion zones will be promulgated by NAVADMIN in December.

For those of you interested in serving as a member (CDR through CAPT) or assistant recorder (ENS through LCDR) during next year's boards, please send us an email or give us a call and we will place you on the potential nomination list for next year's boards.

Meteorology and Oceanography Career Opportunities

Attention Warfare Officers, are you looking for a career change? You can embark on an exciting and fascinating career in the special duty field of Meteorology and Oceanography through the lateral

transfer process. Warfare qualified officers currently on active duty interested in becoming a METOC Officer may apply via the Lateral Transfer/Redesignation process in accordance with MILPERSMAN Article 1212-010. Selection for redesignation is accomplished through the Lateral Transfer/Redesignation Board held twice per year (see previous page for next year's schedule). Redesignation to the 1800 designator is currently open to YG96 and junior. We are looking for top performing officers from all warfare communities who possess the following academic background:

Physical science, engineering, or mathematics-oriented baccalaureate degree from an accredited college or university - meteorology or oceanography degrees preferred but not required:

- Minimum 2.2 overall GPA
- Minimum C+ averages in undergraduate level calculus series
- Minimum C+ averages in undergraduate level calculus-based physics series

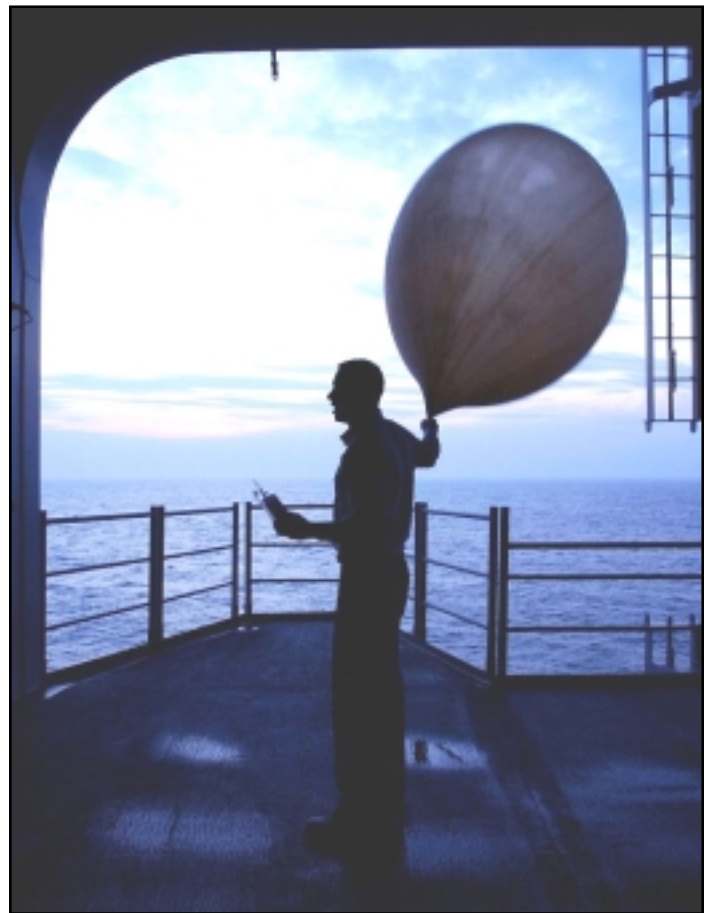
Quotas vary with each board, but on average we bring in eight to 12 officers per year. Non-warfare qualified candidates may apply (warfare qualification waivers for outstanding individuals are made on a case-by-case basis). Individuals considering lateral transfer are encouraged to contact us by phone or email to discuss eligibility requirements and availability of quotas for upcoming boards. Lateral transfer packages must be into PERS-801 NLT 60 days prior to the board. Applicants can visit the PERS-801 homepage for up-to-date information on the current status of Lateral Transfer/Redesignation boards. Officers selected for redesignation must obligate to serve on active duty at least two years from the date of designator change.

If you are interested, please call us, talk to the METOC Officer on your ship or Battle Group Staff, or contact the local METOC activity (see homepage below) in your area. Any METOC Officer will be proud to discuss a career as a Naval METOC Officer and assist you through the Lateral Transfer/Redesignation process.

Detailer's METOC Community Homepage is: (www.persnet.navy.mil/pers449).

Continuous improvement is our goal for the detailer web site and your constructive criticism, recommendations, and other feedback will allow us to continue to improve our site. Remember this homepage is intended to satisfy your wants and needs for commu-

nity information and career guidance.



Aerographer's Mate 3rd Class Timothy Dowd stands by to release a radiosonde attached to a weather balloon. A radiosonde is an instrument equipped with sensors to measure meteorological variables (pressure, temperature, humidity, etc.), and is fitted with a radio transmitter. U.S. Navy photo by Photographer's Mate 3rd Class Janell Blose.

INTELLIGENCE

INTELLIGENCE ASSIGNMENT/PLACEMENT
PERS 4411

Second Sea Duty Assignments

In a typical career, all 1630s are required to complete two sea duty tours prior to coming up for promotion to Commander: an initial 24-month sea tour as an ENS or LTJG and a 30-month second sea tour as a LT or LCDR. This second sea tour is set at 30 months to accommodate the expanding number of sea duty requirements and a growing demand by deploying Battle Groups for increased 1630 continuity. There are tremendous opportunities for Lieutenants eager to return to an afloat operational environment and assume increased responsibility in such assignments as CVW Targeteer, DESRON N2, or Numbered Fleet staffs. Lieutenant Commander sea duty assignments are equally rewarding and also afford officers tremendous leadership opportunities as mentors to junior officers and enlisted personnel. Assignments include: LHA/

LHD Ship's Intel Officer, Numbered Fleet staffs, CV/CVN Assistant Ship's Intel Officer, PHIBRON N2, CCG/CCDG Assistant Intel Officer, and CVW Intel Officer. In some cases, if an individual desires, he or she may have an opportunity to go to sea as both a Lieutenant and a Lieutenant Commander; however, this is not a requirement.

The fact that we have opportunities for officers to complete their 30-month second sea tour as either a Lieutenant or a Lieutenant Commander gives people more flexibility in planning their personal lives. Professionally, this option also provides 1630s more opportunities to pursue specific career goals. For example, if an officer wants to fill a Lieutenant Commander Attaché position, because of the extended en route training track, the timing often works

better if the officer completes Lieutenant vice Lieutenant Commander sea duty. When it comes time for promotion, successful performance in these sea duty assignments - not the pay grade - is the basis for an officer's promotion potential. All 1630's should work with the Detailer to complete their sea duty milestones at the earliest opportunity. Demonstrated superior performance at sea in a variety of billets should be the foundation of every Naval Intelligence Officers' career.

Have you updated your contact information recently?

Every Naval Intelligence Officer should provide PERS-4411 with his/her current phone number and unclassified e-mail address. Current contact information is critical in the selection board process, as PERS-4411 often has to contact Officers who are missing items in their service records.

Office Turnover

There has been a major personnel change in the PERS-4411 spaces this summer with new Detailers and Placement Officers onboard. Check the NPC Directory listing in this issue of *Link-Perspective* and update your contact files. New NMCI email addresses are also available, but can't be placed on line due to security reasons.

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CHAPLAIN CORPS

CHAPLAIN CORPS ASSIGNMENT/PLACEMENT
PERS 4414

Negotiating your next assignment

You play a significant role in your assignment process. Please call your detailer when you are twelve months away from your PRD. Prior to your call, our office needs to receive your Officer Preference and Personal Information Card.

This card provides you a means of direct input to the assignment process. Per MILPERSMAN 1301-030, "The Assignment Officer reviews requirements and individual performance in an attempt to achieve optimum distribution, while considering career development and satisfaction of personal preference consistent with service needs."

You can find a copy of the Officer Preference Card in PDF format at: www.chaplain.navy.mil/Personnel/Detailer.asp

Please print out this form and fill it out completely. Then fax it to the detailer's office at (901)874-2865 / DSN 882. You may request a confirmation of receipt by providing a call back phone number or e-mail address on the cover sheet

For example, if your PRD is 0409 (Sep 04), you need to submit your duty preference information no later than Aug 03. When you call your detailer in Sep 03 to discuss your following assignment, we will use your preference card as a starting point in our discussions.

Those chaplains who desire Funded Graduate Education (FGE) or Pastoral Care Residency (PCR) need to indicate their interest in section 3 of their Duty Preference Card. LCDR and LCDR(sel) chaplains who will have no more than four years time in grade prior to graduation are eligible for these programs.

If you are not interested in being considered for these programs, please check the "PG training not desired" block in section three.

You are encouraged to submit a card at any time. A new card should be submitted when changes in postgraduate preference, marital or dependency status, members of household, current residence, or next duty preference occur.



Navy Chaplain, Lt. Jennifer Bowden reads a passage of scripture from the Bible, while Hull Technician 1st Class Kevin McGowan and his family stand by. Petty Officer McGowan's children were baptized aboard USS Frank Cable (AS 40) in a ceremony using the ship's bell. U.S. Navy photo by Journalist 3rd Class Jamie Arendes.

How to avoid common FITREP problems

Because we have recently finished another round of promotion boards, it is a good time to review the importance of your FITREP and synopsise common errors and oversights made by our constituents. The FITREP is the single most important personnel management tool. It documents your performance history from entry to separation and impacts all career decisions. Mid-term counseling is a significant part of the FITREP - seek constructive and meaningful feedback from your supervisor. It isn't necessary to wait for the formal counseling session - seek counseling early and often.

A poorly written FITREP is a problem. Take your time gathering information and drafting input. Providing little or no input,

or worse, the same input from your last FITREP makes you appear lazy and unconcerned about your career. Ensure that the FITREP is written with cause and effect statements. Describe what was done, how well it was done and how these efforts positively impacted mission accomplishment. Do not write the narrative portion as a job description, instead, describe how well you did your job. Performance is and always will be the key. Write to your audience. There are many sub-specialists within your Corps as well as line officers that will sit on your promotion board. Do not use technical jargon or get lost the technical language of your own profession.

Many of us are placed in position where

we are "1 of 1" on a fitness report. The reporting senior has the ability to rank you in the narrative portion of the fitness report, (i.e., "Ranks 1 of 5 of all Commanders, any designator, at this command"), such amplifying comments are extremely important. The items mentioned are but a few of the common mistakes. Writing a meaningful FITREP is part of your job as a naval officer. For more information or recommendations, contact your detailer.



Orthopedics Department Head Lt. Cmdr. Daniel J. Solomon performs exploratory surgery during an anterior cruciate ligament reconstruction procedure, as Hospital Corpsman 3rd Class Andrew S. Caldejon assists him in one of the hospital's operating rooms. Yokosuka's Orthopedics Department is providing medical support to forward-deployed forces of the U.S. Seventh Fleet and others serving in the Western Pacific. U.S. Navy photo by Tom Watanabe.

TAR (OFFICER)

TAR OFFICER DETAILING
PERS 4417

TAR Distribution Branch

Apply for the TAR designator: Are you interested in making a career change? We seek top performing officers from URL, INTEL and SUPPLY communities. TAR URL officers have an opportunity for early command ashore while remaining competitive in traditional warfare or designator specialties. Officers on active duty or in the Selected Reserve may apply. See our Detailer website at: www.persnet.navy.mil/pers4417/index.html.

Eligibility criteria and application procedures for redesignation can be found at the PERS 9 website: www.persnet.navy.mil/pers9/pers92/pers921/TAROCM.htm. Details are published in a NAVADMIN message about 30 days prior to the convening date. The next board convenes 6 Oct 2003. Call PERS 921 at 901-874-3482/ DSN 882-3482 with questions.

TAR Surface: Do you love the sea-going life of the Navy but want to have geographic diversity in shore assignments? Would you like shore command as a junior officer as well as the opportunity to command at sea? The Surface TAR community seeks Surface Warriors to make the transition. TARs maintain operational proficiency at sea and hold a variety of shore based billets; from Washington staff jobs to the Reserve Liaison Officer on major staffs and type commands - in CONUS and overseas as well as the many shore commands throughout the United States. A small, close-knit community of about 600 surface officers, TARs make up about ten percent of the entire Surface Warfare community and follow a career path that mirrors the sea/shore rotation of USN

counterparts. Selection as a TAR officer is a great opportunity to stay in the Navy, go to sea, and have rewarding shore tours.

POCs are P4417b@persnet.navy.mil or 901-874-4103/58 or P4417d@persnet.navy.mil. A list of downstream Reserve Center Billets is now posted on our webpage: www.persnet.navy.mil/pers4417/index.html.

TAR Aviation: A great resource for most questions is our web site: www.persnet.navy.mil/pers4417/aviation.htm. You will find upcoming selection board information, proposed zones, and the latest program news.

POC is P4417c@persnet.navy.mil or 901-874-4146.

TAR Aviation Maintenance Duty Officer: - The TAR AMDO Community is always looking for officers who are ready for demanding tours at Reserve aviation activities. For questions concerning a challenging and rewarding career as a TAR AMDO, contact 901-874-4076, DSN 882.

TAR Fleet Support Officer/ TAR Officer Recruiter: POC is p4417l@persnet.navy.mil or (901) 874-4117.

TAR Intelligence: POC is 901-874-3993 or P4411C@persnet.navy.mil.

TAR Supply: POC is p4412w@persnet.navy.mil or 901-874-4620.

Volunteer for Board Participation! This is a great way to learn more about the selection board process. Voting members and assistant recorders for statutory and administrative boards are needed throughout the year.

Take the mystery out of the selection process.

FLEET SUPPORT

FLEET SUPPORT ADMINISTRATION
PERS 4419

Fleet Support Administration

FY03 has been a transition year for the Fleet Support community as we made the necessary adjustments mandated by policy changes. The Major Command Review Policy Board met recently and established policy for future Major Command and 0-6 Command opportunity. The Board voted to reduce allocation of these billets to 2 in FY04, 1 in FY05 and 0 in FY06. This past June, N13 issued a Policy Decision Memorandum announcing the planned phase-out of command opportunity for FSOs at the 05 level. The impact of this PDM is that 05 commands will no longer be allocated to the FSO community for fill. Consequently, the Fleet Support community will no longer conduct 05 Command screening boards. Beginning in FY04, FSOs will no longer be given mandatory quotas to fill at the various service colleges (Navy War College Army, Air, NDU). In the future, attendance will be on a case-by-case basis. Information about Service Colleges can be found on the following webpage, www.bupers.navy.mil/pers-440.

Future Assignments

FSOs continue to fill 1000-coded and some select 1050 billets. Although command may not be possible for some of you, we still have a variety of challenging and diverse billets that need to be filled. I work closely with the Placement officers to find available 1000-coded billets that match the individual's skills and experience. Billets are currently available on the major staffs (OPNAV, COMLANT/PAC, JCS, STRATCOM), NATO commands, overseas and CONUS shore stations. Also, officers with a strong Human Resources (1200) or Information Professional (1600) background have been able to fill billets assigned to those communities. The bottom line is that opportunities for promotion and selection for special programs still exist.

Extensions

If you are considering extending or retouring at the same command, please notify me 12 months before your PRD so we can work with Placement to get your request approved. Once the billet is posted, especially if it's given to another URL community to fill, it will make it more difficult to get the extension request approved. MILPERSMAN Article 1306-124 provides further details on tour extensions and split tour requirements.

FSO Directory

I've received several requests for the FSO Directory. There have been a lot of changes to the directory due to PCS moves, lateral transfers, resignations and retirements. If you haven't updated your contact information in the past year I encourage you to call or email your updated information to p4419@persnet.navy.mil.

About the FSO Community:

Current end strength (238)

- FY-04 projected E/S is 189
- By FY-08 projected E/S is 62

Breakdown by rank:

- 3 Flag Officers
- 41 Captains
- 83 Commanders
- 105 Lieutenant Commanders
- 6 Lieutenants

I look forward to serving as your representative here at Navy Personnel Command.

CDR Laurell Brault, PERS 4419

Interested in C4ISR as a Career?

The Information Professional (IP) Community is a restricted line community that relies on lateral accessions to grow the Navy's experts in communications, computers, networks, surveillance and space systems. IP officers serve in challenging billets of increasing scope and responsibility both afloat and ashore over the course of a career. The sea-shore rotation includes assignment to sea billets on Strike Group Staffs and Ships at each grade. The majority of officers selected for the IP community will be warfare qualified and/or have strong operational backgrounds. They should have an Academic Profile Code (APC) that will support assignment to a technical postgraduate degree program.

The next Officer Transfer/Redesignation board convenes November 03. Questions about lateral transfer to the IP community may be directed to the IP Detailers or IP Officer Community Manager, at n131t@bupers.navy.mil, COMM: (703)693-3877 OR DSN: 223-3877.

IP SUMMIT II

The IP Community recently completed its second summit bringing together 180 Information Professionals and 90 external stakeholders to align the communities Sea Power 21 efforts and develop action plans for near term initiatives. The CNO and CFFC reiterated the importance of a strong IP Community.

The theme of the conference was:

- REALIZING THE INFORMATION POWER ADVANTAGE:
- Shaping Information Warriors
- Exploiting Organizational and Technical Expertise
- Leading the FORCE in FORCENET

The IP QUALIFICATION PROCESS was unveiled. There are three distinct qualification levels, timelines for completion:

- BASIC - six months after accession
- INTERMEDIATE - three years (required for Milestone)
- ADVANCED - Prior to 06 selection

Pilot Groups were chartered to continue work after the summit on development of a Community Strategic Plan, IP Certification, Education and Training, CSG/ESG Knowledge Management, Information Operations, IP NMETLS, Fleet E-mail Optimization, Joint/Coalition Networks and Innovation.

IP Milestone Screen Board

The annual IP CAPT/CDR/LCDR Milestone Screen Board will convene October 14-17, 2003. This board will consider officers selected for CAPT, CDR or LCDR in FY01, 02 or 03. Officers "in the bank" and not yet detailed to a milestone tour will be reviewed for sustained superior performance.

Assignment to IP Milestone sea billets is done through a community flag officer approved slating process. Detailers take into account officer desires, planned rotation date, and career perfor-

mance in balance with the needs of the Navy. IP's need to plan ahead in order to complete grade appropriate sea tours prior to their in-zone promotion look. After milestone screening, IP's should provide the detailer with desired billet/ship type & homeport priority to facilitate quarterly development of the Sea Slate. Correspondence to the board should be addressed as follows: President of the IP CAPT/CDR/LCDR Milestone Screen Board; Bldg. 769, Wood Hall, 5720 Integrity Drive, Millington, TN 38055-3110.

CAPTAIN AFLOAT MILESTONE Billets:

- CSG N6, Nr'd Flt CDR N6

COMMANDER AFLOAT MILESTONE Billets:

- CSG Deputy N6/Knowledge Mgrs, ESG N6, Nr'd Flt BRCH HD,
- CV CSO, LHA C51

LCDR AFLOAT MILESTONE Billets:

- CSG COMMO, CV/LHD CSIO (Info System Br Hds)

JOINT EDUCATION

A few IP FY04 JPME Quotas are still open as indicated below:

- NWC JR (NOV '03)
- Army JR (Jun '04)
- USMC JR (Aug '04)
- ICAF (Jul '04)

For additional information visit us on the Internet at:

www.persnet.navy.mil/pers440/index.html

IP Shore Billet Assignment Priority Fills

CAPT

- US STRATCOM--J6 CH PLN & ARCH DIV--OMAHA, NE
- SPAWAR SYSCOM PMO--DEP DPJ MGR/DEP COMM--SAN DIEGO, CA
- JOINT MILSATCOM PMO--DEP DPJ MGR--LOS ANGELES, CA

COMMANDER

- SPAWAR SYSCOM PMO--MJR DPJ FE/ADV CONCEPT--SAN DIEGO, CA

- NNSOC--NETWORK OPERATIONS--DAHLGREN, VA

LIEUTENANT COMMANDER

- USCINCENT-MACDILL--J6 EXEC ASST--TAMPA, FL
- OPNAV--HEAD INFO ASSURANCE--WASH DC
- NCTS SICILY--INFO SYS/GBS OPS OFF--SICILY, ITALY
- SPAWAR ITC--ADP PLANNER--NEW ORLEANS, LA

Additional IP Assignments can be reviewed at the IP Marketplace at:

www.bupers.navy.mil/pers4420/ipjobsearch.html

IP's on the WEB

IP Officers should now be registered in Navy Knowledge Online (NKO) (www.nko.navy.mil) and have updated their profiles to select "IP Officers" as "My Center".

IP's who have not yet completed the Job Task Analysis Survey need to log on to www.navyskills.net/registration to help complete generation of the community 5 Vector Model and stand-up of the IP Basic Course.

From the Community Manager

Greetings, from your new Community Manager, CAPT Cynthia Miller. These are exciting times for our community. I look forward to serving you and keeping you abreast of changes and progress. Congratulations to our new Captains, Commanders, and Lieutenant Commanders! A hearty welcome to our new lateral transfers! Please see our HR website (www.persnet.navy.mil/hr/) for more information regarding selection statistics. Strong leadership tours, subspecialty development through education and experience, and challenging HR staff jobs are key for promotion opportunity.

Over a dozen officers have attained HR Certification by passing HRCI's (Human Resources Certification Institute) examination. For more information regarding certification, please see www.hrci.org. I will provide copies of the SHRM learning system as funding permits, please e-mail LT Simonson at John.J.Simonson@navy.mil if interested.

Exam preparation seminars and college classes can be funded through Tuition Assistance at your local Navy college office. Those who become certified as a Professional in Human Resources (PHR) or Senior Professional in Human Resources (SPHR) will receive new Additional Qualification Designation Codes (RA1 or RA2). Once you have passed the exam, fax a copy of your certification to CDR Janac, the Junior HR Detailer; she will enter the AQDs in your record.

Our HR Indoctrination course was well attended and we will continue to offer this week-long class throughout the year at various locations. The class covers an overview of Manpower Systems, Operations Analysis, and the HR community. Our website will post dates and locations as available. Email LT Simonson if you desire a quota.

To find out more HR info visit:

www.persnet.navy.mil/hr/index.asp

Captains and Commanders, I need your help! Please go to the HR Community Connection website, which can be accessed at www.persnet.navy.mil/hr/ and volunteer to mentor our much deserving Junior Officers. All HRs are encouraged to visit and utilize our HR Community Connection website. Valuable and current information awaits your review. Please post questions and discussion topics of interest to you!

Please do not hesitate to email me at Cynthia.Miller@navy.mil or call (703) 697-8761 (comm) 227-8761 (DSN). "ACCELERATE YOUR LIFE!"

From the Head Detailer

The next promotion season is right around the corner so now is a good time to update your record by logging into Bupers Online for your Performance Summary Record (PSR). Order your microfiche to see all the documents in your official record. Items to review/update include:

- Photo in current rank
- Continuity of fitreps
- Accurate data extracted from your fitreps to the PSR matrix (traits, promotion recommendations, etc.)
- AQDs for leadership milestones (DIVO, DH, etc.) and other qualifications (see the Manual of Navy Officer Manpower and Personnel
- Qualifications, NAVPERS 15839I, Vol 2). Requests for AQDs should include documentation (fitreps, transcripts).

Subspecialty codes for graduate education/experience. See www.bupers.navy.mil/pers440/. Submit subspec requests to Ms. Bullard, PERS 440E. Mail or fax to Human Resources Detailer, Navy Personnel Command, PERS 4421, 5720 Integrity Drive, Millington, TN 38055-4421. Fax 901-874-2676/DSN 882-2676.

Human Resources Community Website

Submit Address Changes On-line at
www.persnet.navy.mil/periodicals/link-perspective/Link-Perspective.htm

Information Warfare Qualifications

NAVOP 007/02 established Information Warfare as a primary warfare area. Further, MILPERSMAN 1210-210 delineates the requirements to attain the IW Additional Qualification Designation (AQD). The instruction is very clear, but specific to the Cryptologic Community, the qualifications go like this:

- BI1 – IW Qualified Officer: Complete NCOBC (CDOC), and serve at least 1 year in a billet where Information Warfare experience is acquired.
- BI2 – IW Operator/Planner: BI1 + a year or more in a midgrade IW-related billet such as on a Fleet, Numbered Fleet or Battle Group Staff, NIWA, FIWC, NSG Field site or NSA.

- BI3 – Technical Expert: BI1 + Post Graduate degree in an IW-related curriculum and the completion of a second tour in IW. IW related curriculum include Information Warfare, Electrical Engineering, Computer Science and Space Operations/Engineering.
- BI4 – Qualified Operational Commander: BI2 or BI3 + a successful tour as an IW Commander on a Fleet or Battle Group Staff, or a sea/shore or Joint assignment as the Commanding Officer / Director in an IW billet.

When qualifications have been met, recommendations for entry of the appropriate AQD's are forwarded from the Commanding Officer to COMNAVSECGRU N9. Once approved by CNSG, NPC will enter the codes in the Officer's master file.

SUPPLY

SUPPLY
PERS 4412

Supply Corp Mentoring Program

One of the most important roles that we play as Supply Corps Officers is the counseling of our junior officers through the various stages of their careers. The guidance that a senior officer provides to junior officers can be vital in their decision-making and is an investment in the future of the Supply Corps. To aid in this process, the Supply Corps Mentoring Program was established.

The program's goal is to ensure every junior Supply Corps officer in the ranks of Ensign through Lieutenant (protégés) has a senior officer they can go to for mentoring and advice. By providing a senior mentor to every junior officer, the mentoring program will facilitate individual personal and professional growth by sharing the knowledge and insights that have been learned through the years. To date, over 1500 junior officers have been assigned a mentor, and over the last several months, these assignments were distributed to all mentors.

Mentoring is a strategy for comprehensive growth and development. Protégés should request insight from their mentors on professional decisions they made which may have led to their mentor's success.

A protégé should understand that there is no one path to a successful career and that mentors will provide advice based on their perspectives and experiences within the Supply Corps. Protégés should feel free to develop other naturally occurring mentoring relationships with other officers.

The formal mentoring process is not meant to preclude officers from establishing other informal mentoring relationships, nor is it intended to eliminate any informal mentoring relationships previously established. The formal mentoring program is intended to make senior officers available to every junior officer for career and personal advice. All Supply Corps Captains have been sent their

list of protégés, and Captain selects can expect their list of protégés as new Supply Corps officers graduate from BQC and/or as other protégé are reassigned as their mentors retire. All mentors are expected to make initial contact with their protégé and OP will assist in this process by providing the most recent contact information.

Mentors should expect to assist their protégés with developing career objectives. Ultimately, career decisions made by an officer falls solely on that individual; however, these decisions can be influenced by the experience and wisdom of a senior mentor which is the benefit of our Mentoring Program.

Mentors are expected to retain a mentoring relationship with their protégés after assignments are received. It is understood that not all formal mentoring pairings will be an ideal relationship; therefore, a protégé can be reassigned to another mentor at the request of the protégé or at the mentor's request. This is our 'no fault' agreement to re-assign a protégé with no questions asked.

Protégés should expect to receive direction for personal and career growth, clarification regarding career goals, and information about the future developments within our community. These elements of the mentoring program are predicated on open dialogue between protégé and mentor.

In order to facilitate the mentoring relationship, it is recommended that each protégé provide their mentors with their career history, career goals and objectives. Providing a copy of one's Officer's Data Card (ODC) is a good place to start.

The mentoring program is intended to shape the future leaders within our community. If you are a Supply Corps Captain and have questions regarding your protégés list, or are a Supply Corps Lieutenant or below and have not been contacted by your mentor, please contact LCDR M. L. Hill, the Supply Corps Career Counselor, at 901-874-4624 or P4412q@persnet.navy.mil. Also, you can visit www.persnet.navy.mil/pers4412/mentoring/ementor_main.htm to view the Supply Corps e-Mentoring website.

For commercial phone numbers use: (901) 874-XXXX (DSN 882-XXXX) (301) 757-XXXX (DSN 757-XXXX)
 (703) 614-XXXX (DSN 224-XXXX) (202) 433-XXXX (DSN 288-XXXX)
 (703) 693-XXXX (DSN 223-XXXX) (703) 695-XXXX (DSN 225-XXXX)

Enlisted Assignment Division (PERS 40)

| Title | Code | DSN |
|--|-------------------------|----------|
| Director, Enlisted Assignments Division | p40@persnet.navy.mil | 882-3548 |
| Deputy Director, Enlisted Assignments Division | p40b@persnet.navy.mil | 882-3543 |
| Special Assistant to the Director, EAD | p40bb@persnet.navy.mil | 882-3510 |
| Metrics Officer | p40mm@persnet.navy.mil | 882-4965 |
| Admin Assistant to the Director, EAD | p40a@persnet.navy.mil | 882-3546 |
| Enlisted Detailing LCPO | p40g@persnet.navy.mil | 882-3539 |
| PCS Entitlements/OTEIP Manager | p40cc@persnet.navy.mil | 882-3550 |
| Early Return Coordinator/EFM Detailer Liaison | p40dd@persnet.navy.mil | 882-3545 |
| Command Master Chief Detailer/SEA Placement | p40ff@persnet.navy.mil | 882-4560 |
| CMC Detailer/SEA Placement Asst | p40ff1@persnet.navy.mil | 882-4906 |
| Master Chief Petty Officer Program Coordinator | p40g1@persnet.navy.mil | 882-2361 |
| Budget Analyst | p40t2@persnet.navy.mil | 882-3549 |
| Humanitarian Reassignments | p40hh@persnet.navy.mil | 882-3542 |
| Asst Humanitarian Reassignments | p40hh2@persnet.navy.mil | 882-3551 |
| Avails Manager/Waiver Tracking | p40a3@persnet.navy.mil | 882-3553 |
| Public Affairs | | 882-4860 |

Seabees/SPECWAR/SPECOPS/Diver (PERS 401)

| Title | DSN |
|---------------------------|----------|
| Branch Head | 882-3569 |
| Branch Master Chief | 882-3571 |
| Seabee Admin Assistant | 882-3575 |
| SEAL/EOD/Diver/SWCC Asst. | 882-3622 |
| RAO/All E8-E9s | 882-3571 |
| All E7s | 882-3559 |
| CE/UTE1-E6 | 882-3570 |
| CE/UTE1-E6 | 882-3565 |
| BU/EA/SWE1-E6 | 882-3556 |
| BU/EA/SWE1-E6 | 882-3653 |
| EO/CM/E1-E6 | 882-3567 |
| EO/CME1-E6 | 882-3568 |
| SEAL/EOD/DIVER/SWCCRAO | 882-3560 |
| Special Warfare | 882-3563 |
| EOD | 882-3564 |
| Fleet Diver | 882-3561 |
| In-service Recruiter | 882-3574 |
| SEAL HME1-E6 | 882-3572 |
| Schools Coordinator | 882-4261 |
| Special Warfare PH | 882-3557 |
| SWCC | 882-3573 |
| Admin Head | |
| FAX Number | 882-2716 |

Surface Assignment and Distribution (PERS 402)

| Title | DSN |
|--|----------|
| Enlisted Surface Assignments | 882-3852 |
| Senior Enlisted Advisor | 882-4987 |
| Head, Engineering Assignments | 882-3602 |
| RAO (IC/MR/HT/EN/DC) | 882-3610 |
| RAO (EM/MM/GS) | 882-3593 |
| Engineering LCPO | 882-3613 |
| Admin Supervisor | 882-3609 |
| Admin Support | 882-3600 |
| Admin Support | 882-3590 |
| Detailer Assistant | 882-2327 |
| Detailer Assistant | 882-2326 |
| EME7-E9 | 882-3591 |
| EME6 | 882-3577 |
| EME5 | 882-3580 |
| EME1-E4 | 882-3592 |
| MME8-E9 | 882-3607 |
| MME7/SGPI | 882-3603 |
| MME6 | 882-3605 |
| MME5 | 882-3589 |
| MME1-E4 LANT | 882-3578 |
| MME1-E4 PAC | 882-3579 |
| MM AVAILS/"A" School | 882-3544 |
| GS/GSE/GSME7-E9 | 882-3614 |
| GSE/GSME6 | 882-3599 |
| GSE/GSM E5/Schools | 882-3587 |
| GSE/GSME1-E4 | 882-3612 |
| ICE6-E8 | 882-3594 |
| ICE5 | 882-3611 |
| ICE1-E4 | 882-2847 |
| MR/3ME6-E9 | 882-3582 |
| MRE1-E5 | 882-3595 |
| HT E6-E9 | 882-3576 |
| HT E5/"C" School | 882-3584 |
| HT E1-E4/"A" School | 882-3597 |
| ENE7-E9 | 882-3613 |
| ENE6 | 882-3598 |
| EN E5/Schools | 882-3586 |
| ENE1-E4 | 882-3585 |
| DCE7-E9 | 882-3601 |
| DCE5-E6 | 882-3615 |
| DCE1-E4 | 882-3588 |
| Head, Admin, Deck, Supply Assignments | 882-3711 |
| Supply RAO | 882-3731 |
| 402B Admin/Deck/Supply LCPO | 882-3737 |
| Admin Supervisor | 882-3892 |
| Admin Support | 882-3710 |
| Detailer Assistant | 882-4758 |
| Detailer Assistant | 882-2228 |
| Detailer Assistant | 882-2346 |
| Detailer Assistant | 882-2345 |
| YN E7-E9 (YN Lead) | 882-3751 |
| YNE6 | 882-4917 |

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|--|----------|
| YNE5 | 882-3733 |
| YN E1-E4 & “A” School | 882-4847 |
| PN E7-E9 (PN Lead) | 882-4049 |
| PNE5-E6 | 882-3753 |
| PN E1-E4 & “A” School | 882-3735 |
| JO & RP | 882-3752 |
| Admin/Deck RAO | 882-3737 |
| PH/DM | 882-3689 |
| BM E7-E9 and Harbor Pilots (BM Lead) | 882-3713 |
| BME6 | 882-3739 |
| BM (E1-E4) E5 LANT | 882-3738 |
| BM (E1-E4) E5 PAC | 882-3740 |
| MA E6-E9 (MA Lead) | 882-3730 |
| MA E6 | 882-3750 |
| MA E5 | 882-2344 |
| MA Conversions/”A” School | 882-3730 |
| MA E1-E4 | 882-4637 |
| QME6-E9/SME7-E9 (QM/SM Lead) | 882-3728 |
| QME5/SME5-E6 | 882-3727 |
| QM/SM E1-E4 & “A” School | 882-2364 |
| MS E7-E9 (MS Lead) | 882-3741 |
| MS E6 & “C” School | 882-3714 |
| MS E5 Sea | 882-3716 |
| MS E5 Shore | 882-3742 |
| MS E1-E4 Shore | 882-3715 |
| MS E1-E4 Sea & School | 882-3717 |
| SH E6-E9 (SH Lead) | 882-3743 |
| SH E5 & “C” School | 882-3719 |
| SH E1-E4 & “A” School | 882-3744 |
| SK E8-E9 (SK Lead) | 882-3724 |
| SK E7 | 882-3745 |
| SK E6 Shore | 882-3746 |
| SK E6 Sea | 882-3748 |
| SK E5 Sea | 882-3737 |
| SK E5 Shore | 882-3723 |
| SK E1-E4 Sea & “A” School | 882-3722 |
| SK E1-E4 Shore | 882-3721 |
| PC/LI | 882-3720 |
| DK E6-E9 | 882-3749 |
| DK E1-E5 | 882-3725 |
| Head, Combat Systems Rating Assignments | 882-3791 |
| 402C Combat Systems MCPO | 882-3786 |
| Rating Assignment Officer (ET/IT) | 882-3769 |
| ET Rating Lead E7-9 Detailer | 882-3786 |
| ET E1-6 Detailer (LANT) | 882-3795 |
| ET E1-6 Detailer (LANT) | 882-3796 |
| ET E1-6 Detailer (PAC) | 882-3770 |
| ET E1-6 Detailer (PAC) | 882-3771 |
| ET Schools Coordinator | 882-3768 |
| IT Rating Lead E7-9 Detailer (LANT) | 882-3792 |
| IT E5 Detailer (LANT) | 882-3765 |
| IT E5 Detailer (PAC) | 882-3793 |
| IT E7-9 Detailer (PAC) | 882-2365 |
| IT E6 Detailer (LANT) | 882-3783 |
| IT E4 Detailer (PAC)/Schools Coordinator | 882-3784 |
| IT E4 Detailer (LANT) | 882-3785 |
| IT E6 Detailer (PAC) | 882-3736 |
| Rating Assignment Officer (STG/MN/TM) | 882-3772 |

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|--------------------------------------|----------|
| STG Rating Lead E7-9 Detailer | 882-3772 |
| STG E1-6 Detailer (PAC) | 882-3773 |
| STG E1-6 Detailer (LANT) | 882-3787 |
| STG Schools Coordinator | 882-3757 |
| MN Rating Lead E1-9 Detailer/Schools | 882-3760 |
| TM Rating Lead E1-9 Detailer/Schools | 882-3774 |
| Rating Assignment Officer (FC/OS/GM) | 882-3762 |
| FC E5 Detailer (LANT) | 882-3763 |
| FC E5 Detailer (PAC) | 882-3764 |
| FC E1-4 Detailer/Schools Coordinator | 882-3780 |
| FC Rating Lead E6-9 Detailer | 882-3848 |
| GM Rating Lead E7-9 Detailer | 882-3781 |
| GME1-6 Detailer (PAC) | 882-3782 |
| GME1-6 Detailer (LANT) | 882-3790 |
| OS Rating Lead E7-9 Detailer | 882-3788 |
| OS E5 Detailer (PAC) | 882-3211 |
| OS E6 Detailer | 882-3776 |
| OS E1-4 Detailer | 882-3759 |
| OS E5 Detailer (LANT) | 882-3789 |
| OS Schools Coordinator | 882-3758 |
| Admin Supervisor | 882-3090 |
| Admin Support | 882-3779 |
| Admin Support (FLTRES) | 882-3778 |
| Admin Support (FC/GM/OS) | 882-3065 |
| Admin Support (ET/IT) | 882-4237 |
| Admin Support (STG/MN/TM) | 882-3794 |
| Head, Sea Special Programs | 882-2337 |
| Sea Special Programs LCPO | 882-2305 |
| LCAC/New Construction Detailer | 882-3845 |
| New Constuction Detailer | 882-3846 |
| New Constuction Detailer | 882-4729 |
| New Constuction Detailer | 882-3847 |
| New Constuction Detailer | 882-3854 |
| New Constuction Detailer | 882-2306 |
| New Constuction Detailer | 882-3853 |
| Decommissioning Coordinator | 882-3857 |
| Decommissioning Coordinator | 882-3851 |
| Women in Ships Coordinator | 882-3850 |
| Administrative Supervisor | 882-3844 |
| New Construction Assistant/Detailer | 882-3856 |

Submarine/Nuclear Assignments (PERS 403)

| Title | DSN |
|--|----------|
| Branch Head | |
| Asst Branch Head | 882-3636 |
| PERS 403 MC, D/E Shop RAO, COB/CMC Detailer | 882-3626 |
| Admin Officer | 882-3639 |
| NUCON/OVHLS/DMP/DEACTS | 882-3633 |
| Admin Assistant | 882-4967 |
| CMD TEAM DETAILING | 882-3635 |
| CMD TEAM DETAILING | 882-3650 |
| Admin Assistant | 882-4617 |
| Admin Assistant | 882-2334 |
| Admin Assistant | 882-3618 |
| C Shop Placement Officer/Fleet Manning Monitor | 882-3623 |
| C Shop RAO | 882-4696 |

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|--|----------|
| Submarine/CNO Special Projects | 439-9433 |
| C Shop Assistant Rating Assignment Officer | 882-3644 |
| Nuclear Submarine CPO | 882-3627 |
| Nuclear ET E1-E6 3353/63 | 882-3645 |
| Nuclear EM E1-E6 3354/64 | 882-3624 |
| Nuclear MM/Welders E1-E6 3355/65 | 882-3628 |
| Nuclear MM ELT E1-E6 3356/66 | 882-3630 |
| Nuclear Surface CPO | 882-3648 |
| Nuclear EM E1-E6 3384/94 | 882-3631 |
| Nuclear ET E1-E6 3383/93 | 882-3651 |
| Nuclear Instructor | 882-3647 |
| MM(Aux) E6-E9/EN(SS) E1-E9/3M | 882-3629 |
| MM(Aux) E1-E5 | 882-3625 |
| Budget Coordinator | 882-3487 |
| Nuclear MM E1-E6 3385/95 | 882-3632 |
| Nuclear ELT E1-E6 3386/96 | 882-2357 |
| D/E Shop Placement Officer/Fleet Manning Monitor | 882-4933 |
| MT | 882-3649 |
| D Shop ARAO/MM(Weps) | 882-3642 |
| FT | 882-3621 |
| STSE1-E5 | 882-3616 |
| STSE6-E9 | 882-3646 |
| E Shop ARAO, ET CPO Detailer | 882-3641 |
| ET E1-E6 4732/14NO/IC/QM/TG/SF/14NM+Pipeline, SSN | 882-3619 |
| ET E1-E6 23XX/14RM/ET/TM/HH/HB/14EM/CM+Pipe | 882-3637 |
| ETE1-E6 33XX/XM/XO/Nav/CA/14SM+Pipe, SSBN | 882-3652 |
| YN | 882-3620 |
| MS | 882-3638 |
| SK | 882-3640 |
| Pipeline Training Coord | 882-3617 |
| Nuc Power/Trg, Med Waiver, Sub Vol/DQ/Conv. Coord. | 882-3634 |
| | 882-2638 |

Aviation (PERS 404)

| Title | E-mail | DSN |
|---|--------------------------|----------|
| Branch Head | p404@persnet.navy.mil | 882-3691 |
| Rating Assignment Officer (Aircraft/Indep.) | p404d@persnet.navy.mil | 882-3685 |
| Rating Assignment Officer (NAC/AM) | p404e@persnet.navy.mil | 882-3707 |
| Rating Assignment Officer (Avionics/Arm) | p404cr@persnet.navy.mil | 882-3657 |
| Branch Master Chief | p404dh@persnet.navy.mil | 882-3656 |
| Admin Support | p404a3@persnet.navy.mil | 882-3668 |
| Admin Support | p404a2b@persnet.navy.mil | 882-3692 |
| Admin Assistant | p404a1@persnet.navy.mil | 882-2246 |
| AE E7-E8 | p404ce@persnet.navy.mil | 882-3662 |
| AE E5-E6 | p404ce1@persnet.navy.mil | 882-3688 |
| AE E1-E4 | p404ce2@persnet.navy.mil | 882-3703 |
| AO E6 | p404cr1@persnet.navy.mil | 882-3665 |
| AO E5 | p404cr2@persnet.navy.mil | 882-4957 |
| AO E1-E4/"A" school | p404cr3@persnet.navy.mil | 882-3704 |
| AT E7-E9 | p404ct@persnet.navy.mil | 882-3660 |
| AT E6 | p404ct1@persnet.navy.mil | 882-3683 |
| AT E5 | p404ct2@persnet.navy.mil | 882-3684 |
| AT "A" & "C" school | p404ct3@persnet.navy.mil | 882-3659 |
| AT E1-E4 | p404ct4@persnet.navy.mil | 882-3701 |
| AF/AV/8300 | p404cf@persnet.navy.mil | 882-3658 |

| | | |
|---------------------|--------------------------|----------|
| ABE7-E9 | p404de@persnet.navy.mil | 882-3686 |
| ABE1-E6 | p404de1@persnet.navy.mil | 882-3708 |
| ABE1-E6 | p404de2@persnet.navy.mil | 882-3702 |
| ABE1-E6 | p404de3@persnet.navy.mil | 882-3687 |
| ACE1-E9 | p404df@persnet.navy.mil | 882-3666 |
| ADE7-E9 | p404dg@persnet.navy.mil | 882-3669 |
| AD E6 | p404dg2@persnet.navy.mil | 882-3706 |
| AD E5 | p404dg3@persnet.navy.mil | 882-3670 |
| AD E1-E4 “A” school | p404dg4@persnet.navy.mil | 882-3693 |
| AG Assistant | p404dh1@persnet.navy.mil | 882-3904 |
| AG Assistant | p404dh1@persnet.navy.mil | 882-3904 |
| ASE6-E9 | p404dj@persnet.navy.mil | 882-3700 |
| ASE1-E5 | p404dj1@persnet.navy.mil | 882-4904 |
| AZ E6-E9 | p404dk@persnet.navy.mil | 882-3672 |
| AZ E1-E5 | p404dk1@persnet.navy.mil | 882-3671 |
| PRE5-E9 | p404dm@persnet.navy.mil | 882-3690 |
| PR E1-E4 “A” school | p404dm1@persnet.navy.mil | 882-3390 |
| AWE7-E9 | p404ec@persnet.navy.mil | 882-3673 |
| AWE1-E6 | p404ec1@persnet.navy.mil | 882-3694 |
| AW AW/CEFID | p404ec2@persnet.navy.mil | 882-3679 |
| AT A/C | p404ed@persnet.navy.mil | 882-3674 |
| Utility A/C Design | p404ef@persnet.navy.mil | 882-3675 |
| Helos A/C & SAR | p404eg@persnet.navy.mil | 882-3695 |
| Flt Eng/RAPA | p404eh@persnet.navy.mil | 882-3676 |
| E7-E8 | p404ej@persnet.navy.mil | 882-3696 |
| E6/NDI | p404ej1@persnet.navy.mil | 882-3680 |
| E5 | p404ej2@persnet.navy.mil | 882-3697 |
| E1-E4 | p404ej3@persnet.navy.mil | 882-3699 |
| E1-E4 “A” school | p404ej4@persnet.navy.mil | 882-3677 |
| E1-E7 | p404ek@persnet.navy.mil | 882-3678 |
| New Cons | p404el@persnet.navy.mil | 882-3698 |
| New Cons | p404el1@persnet.navy.mil | 882-2325 |

Medical/Dental (PERS 407)

| Title | DSN |
|---|----------|
| Branch Head | 882-3808 |
| Asst Branch Head | 882-3816 |
| Leading HM Detailer, HM E9 Sea & Shore | 882-3806 |
| Leading DT Detailer, DT E7-E9, 8707/8708 | 882-3815 |
| DT E5-E6, DT 0000/8703/ 8707/8765/8783, HM 8445/8446/8483/8486 | 882-3805 |
| DT E4 & Junior, DT 0000/8707/8752/8753 | 882-3807 |
| HM E6-E8 Sea & Shore 0000/8404 (0000/8404 Section Leader) | 882-3811 |
| HM 8408/8466/8467/8482/8489/8541 | 882-3800 |
| HM 8425 Detailer (NEC Section Leader) | 882-3797 |
| HM 8402/8403/8407/8416/8427/8432/8451/8452/ 8493/8494 | 882-3813 |
| HM “C” Schools | 882-3809 |
| HM “A” Schools | 882-3812 |
| HM “C” Schools | 882-3820 |
| HM E4 & Junior Sea LANT | 882-3812 |
| HM E4 & Junior Sea PAC | 882-3810 |
| HM E5 Sea & Shore | 882-3804 |
| HM E4 & Junior Shore East | 882-3798 |

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| HM E4 & Junior Shore West | 882-2408 |
| HM 8434/8454/8495/8496/8503/8505/8506 | 882-3814 |
| HM 8401/8406/8409/8463/8472/8478/8479/8485, DT 8732 | 882-3802 |
| Admin Support | 882-3819 |
| Admin Support | 882-3799 |
| Admin Support | 882-3817 |
| Admin Support | 882-3801 |
| Admin Chief | 882-3803 |
| Admin Support | 882-3818 |
| Fax | 882-2645 |

CT/IS/EW (PERS 408)

| Title | DSN |
|---------------------------|----------|
| Branch Head | 872-3821 |
| Rating Assignment Officer | 872-3841 |
| Branch Master Chief | 882-3826 |
| CTA Detailer | 882-3828 |
| CTI E6-E9 Rating Lead | 882-3835 |
| CTIE1-E5 | 882-3830 |
| CTME E6-E9 Rating Lead | 882-3826 |
| CTME1-E5 | 882-3838 |
| CTO E6-E9 Rating Lead | 882-3836 |
| CTOE1-E5 | 882-4693 |
| CTR E6-E9 Rating Lead | 882-3843 |
| CTR E5-E6 | 882-3839 |
| CTR E1-E4 & Schools | 882-3823 |
| CTT E6-E9 Rating Lead | 882-3840 |
| EW/CTT E5 | 882-3882 |
| ISE1-E5 | 882-4462 |
| IS E6-E9 Rating Lead | 882-3833 |
| EW E6-E9 Rating Lead | 882-3825 |
| EW/CTT E1-E4 & Schools | 882-3834 |

Shore Special Programs (PERS 4010)

| Title | DSN |
|---|----------|
| BRANCHHEAD | 882-3451 |
| Rao Shore Special Programs | 882-3864 |
| Rao Shore Special Programs | 882-3775 |
| Career Recruiting Force Detailer | 882-3868 |
| Head "A" School Assignment | 882-2373 |
| Major Washington/Memphis Staff Detailer | 882-3880 |
| Flag Writer Placement | 882-3732 |
| Flag Mess Detailer | 882-3871 |
| Head Recruiting Detailer | 882-2352 |
| Pep/Maags/Mission/Nato/Joint Placement | 882-3872 |
| Physical Security | 882-3863 |
| EOA/NAVLEAD/CAAC | 882-3862 |
| RDC/MEPS/USS Constitution | 882-3878 |
| Enlisted To Officer Assessments | 882-3874 |
| Physical Security Detailer | 882-3877 |
| Brig/PHYSEC/NACU/Women Ashore | 882-3869 |

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|--|----------|
| E-4/e-5 recruiter detailer | 882-3879 |
| E-6 recruiter detailer | 882-3861 |
| Washington placement | 882-3886 |
| “A” school RAPO/conversions/GTEP detailer | 882-3865 |
| “A” school RAPO/conversions/ GTEPdetailer | 882-3884 |
| “A” school RAPO/conversions/ GTEP detailer | 882-3866 |
| “A” school RAPO/conversions/ GTEP detailer | 882-2287 |
| “A” school RAPO/conversions/ GTEP detailer | 882-3875 |
| “A” school RAPO/conversions/ GTEP detailer | 882-3883 |
| “A” school RAPO/conversions/ GTEP detailer | 882-3873 |
| RDC/MEPS/shore disestablishment | 882-3855 |
| Admin supervisor | 882-3861 |
| Admin assistant | 882-3867 |
| Admin assistant | 882-2341 |
| Admin assistant | 882-2335 |
| Admin assistant | 882-2342 |

ECM/TECHAD (N132/33) Directory

E-mail address, replace xxxx with listed PERS Code:

Example: to e-mail the SurfOps ECM (n132d6):

For commercial phone numbers use:

(901) 874-XXXX (DSN 882-XXXX)

(703) 614-XXXX (DSN 224-XXXX)

(703) 693-XXXX (DSN 223-XXXX)

xxxx@bupers.navy.mil

n132d6@bupers.navy.mil

(301) 757-XXXX (DSN 757-XXXX)

(202) 433-XXXX (DSN 288-XXXX)

(703) 695-XXXX (DSN 225-XXXX)

| Code | Title | DSN |
|-------------|---|----------|
| n132 | Head, Enlisted Plans & Policy Branch | 225-3936 |
| n132d | Head, ECM | 225-3935 |
| n132d1 | Aviation Mech ECM | 225-3806 |
| n132d1a | Asst Aviation Mech ECM | 225-3780 |
| n132d2 | Avionics/Aircrew ECM | 225-3812 |
| n132d2a | Asst Aviation Avionics/Aircrew ECM | 227-2418 |
| n132d3 | Surf Engineering Prop ECM | 223-7234 |
| n132d3a | Asst Surf Main Prop ECM | 224-6501 |
| n132d4a | Asst Hull/Mech/Elec ECM | 224-4827 |
| n132d5 | Surf Com System ECM | 227-2502 |
| n132d5a | Asst Surf Com System ECM | 224-6503 |
| n132d6 | Surf Ops ECM | 225-3875 |
| n132d6a | Asst Surf Ops ECM | 224-6855 |
| n132d7 | Spec War/EOD/Diver ECM | 224-3914 |
| n132d7a | Asst Spec War/EOD/Diver ECM | 224-6854 |
| n132d7b | Asst Spec War/EOD/Diver ECM | 225-3914 |
| n132d8 | CT/Frgn Lang ECM | 225-3380 |
| n132d8a | CTA Tech Ad | 225-3379 |
| n132d8b | CTI Tech Ad | 225-6363 |
| n132d8c | CTM Tech Ad | 225-3391 |
| n132d8d | CTO Tech Ad | 224-5512 |
| n132d8e | CTR Tech Ad | 225-3024 |
| n132d8f | CTT Tech Ad | 225-3320 |
| n132d8g | EW Tech Ad | 225-3051 |
| n13f | Navy Foreign Language Program Manager | 223-3965 |
| n132d9 | Sub Pers ECM | 225-3887 |
| n132d9a | Asst Sub Pers ECM | 224-6851 |
| n132d9b | Sub Pers ECM Tech Ad | 223-6997 |
| n132d10 | Admin/Media ECM | 224-6863 |
| n132d10a | Asst Admin/Media ECM | 227-2746 |
| n132d11 | TAR Aviation ECM | 224-6646 |
| n132d11a | TAR Programs Tech Ad | 224-6864 |
| n132d12 | TAR Surface ECM | 225-3905 |
| n132d13 | Medical/Dental ECM | 225-3865 |
| n132d13a | CMC 9590/HM/DT/DACP ECM | 225-3865 |
| n132d13b | Medical/Dental ECM Reserve Ad | 225-3871 |
| n132d13c | Asst Medical/Dental ECM | 224-6853 |

| | | |
|----------|------------------------------------|----------|
| n132d14 | Legal/Law Enforcement/CRF ECM | 224-0805 |
| n132d14a | Law Enforcement ECM | 225-3384 |
| n132d14b | Asst Law Enforcement ECM | 225-8676 |
| n132d14c | Asst Legal/NC/CRF ECM | 224-5560 |
| n132d15 | Supply ECM | 224-6850 |
| n132d15a | Asst Supply ECM | 224-6649 |
| n132d15b | Supply Tech Adv | 225-3933 |
| n132d15c | Asst Supply Tech Adv | 224-6251 |
| n132d15d | Supply Tech Adv | 225-3932 |
| n132d15e | Supply Tech Adv | 225-6435 |
| n132d15f | Supply Tech Adv | 223-0936 |
| n132d16 | Seabees ECM | 225-3940 |
| n132d16a | Asst Seabees ECM | 224-6645 |
| n132d17 | Intelligence Specialist ECM | 224-4918 |
| n132d17a | Asst Intel Specialist ECM/Tech Adv | 223-1226 |
| n132d17b | Asst Intel Specialist Tech Ad | 224-3917 |
| n132d17c | Asst Intel Specialist Tech Ad | 223-2839 |
| n132d17d | Asst Intel Specialist Tech Ad | 223-3345 |
| n132d17e | Asst Intel Specialist Tech Ad | 223-2823 |
| n132d17f | Asst Intel Specialist Tech Ad | 223-3345 |
| n132e | Director Quota Management | 225-6431 |
| n132e1 | Deputy Director Quota Management | 224-2608 |
| n132e3 | "A" School Quota Mngmt | 225-3953 |
| n1312e4 | CNRC Liaison | 225-3756 |
| n132e6 | "C" School Quota Management | 225-3957 |
| | | |
| n132e8 | "C" School Quota Mngmt | 225-6545 |
| n133d | Nuclear Field ECM | 225-4449 |
| n133d1 | Asst Nuclear ECM | 223-0893 |
| n133d2 | Nuclear ECM QC Adv | 225-3301 |
| n133d3 | SUBPAY Monitor | 225-1276 |

EPMAC Directory

E-mail address, replace xxxx with listed Code:

Example: to e-mail the SN Detailer (ep471h):

For commercial phone numbers use:

(901) 874-XXXX (DSN 882-XXXX)

(703) 614-XXXX (DSN 224-XXXX)

(703) 693-XXXX (DSN 223-XXXX)

xxxx@epmac.nola.navy.mil

ep471h@epmac.nola.navy.mil

(301) 757-XXXX (DSN 757-XXXX)

(202) 433-XXXX (DSN 288-XXXX)

(504) 678-XXXX (DSN 678-XXXX)

| Code | Title | DSN |
|-------------|--|----------|
| ep40 | Commanding Officer | 678-1470 |
| ep40a | Executive Officer | 678-5744 |
| epcmc | Command Master Chief | 678-1524 |
| ep41 | Enlisted Surface Placement | 678-1941 |
| ep42 | Enlisted Submarine Placement | 678-1539 |
| ep43 | Enlisted Aviation Placement | 678-0646 |
| ep44 | Specialized Placement | 678-1623 |
| ep45 | Enlisted Shore Placement | 678-6968 |
| ep46 | MCA Readiness | 678-5409 |
| ep47 | Department Director | 678-1432 |
| ep47b | Budget/Program Manager | 678-1128 |
| ep47s | HP Guarantees | 678-1433 |
| ep471a | Lead Detailer | 678-1435 |
| ep471c | NROTC/USNA Detailer & Precom/Decom Detailer | 678-1587 |
| ep471d | Women at Sea Detailer | 678-1784 |
| ep471f | FN Detailer | |
| ep471g | AN Detailer | 678-1570 |
| ep471h | SN Detailer | 678-5732 |

| | | |
|--------|--|----------|
| ep472 | Immediate Avail Division Director | 678-1588 |
| ep472a | Immediate Avail Control Processor | 678-6204 |
| ep472b | SN/FN/AN Immed Avail Detailer | 678-5267 |
| ep472c | SN/FN/AN Immed Avail Detailer | 678-1707 |
| ep472d | SN/FN/AN Immed Avail Detailer | 678-6772 |
| ep48 | Transient, Prisoner, Patient, and Holdee Department | 678-5219 |
| ep49 | NEC Management | 678-1347 |
| TMU | Transient Monitoring Unit | 678-1152 |

For a complete listing of EPMAC personnel go to WWW.EPMAC.NOLA.NAVY.MIL

TAR Directory

E-mail address, replace xxxx with listed Code:

Example: to e-mail the YN Detailer (n414):

For commercial phone numbers use:

(901) 874-XXXX (DSN 882-XXXX)

(703) 614-XXXX (DSN 224-XXXX)

(504) 678-XXXX (DSN 678-XXXX)

nrpc-xxxx@nrpc.nola.navy.mil

nrpc-n414@nrpc.nola.navy.mil

(301) 757-XXXX (DSN 757-XXXX)

(202) 433-XXXX (DSN 288-XXXX)

(703) 695-XXXX (DSN 225-XXXX)

| Code | Title | DSN |
|-----------|--------------------------------|----------|
| N4 | Director | 678-5109 |
| N41 | CMC/MCPO/SCPO | 678-6205 |
| N410 | AE/AD/Physical Security | 678-5412 |
| N411 | AM/AME/AS/PR | 678-1214 |
| N412 | AT/AO/AN | 678-5488 |
| N413 | PN/NC/PreComm/Special Programs | 678-6207 |
| N414 | YN | 678-6208 |
| N415 | SK/AK/DK/MS | 678-1599 |
| N416 | HM | 678-1779 |
| N417 | AW/AC/AZ/Aircrew | 678-1326 |
| N418 | EN/HT/MR/DC/IC/FN/EM | 678-6206 |
| N419 | BM/ET/IT/SN | 678-6209 |
| N42 | Admin Supervisor | 678-6210 |
| N421 | School Quotas/TAD Clerk | 678-1216 |
| | | 678-5502 |
| N426 | CANREC/CRF | 678-4250 |
| Fax | | 678-6211 |

Musician (PERS 64)

| PERS Code | Title | DSN |
|------------|--------------------------|----------|
| p64 | Division Director | 882-4312 |
| p64b | Deputy Division Director | 882-4317 |
| p64d | Detailer | 882-4314 |
| Fax | | 882-2614 |

Career Progression (PERS 81) Directory

E-mail address, replace xxxx with listed PERS Code:

Example: to e-mail the Conversions Manager (p811e):

For commercial phone numbers use:

(901) 874-XXXX (DSN 882-XXXX)

(703) 614-XXXX (DSN 224-XXXX)

(703) 693-XXXX (DSN 223-XXXX)

xxxx@persnet.navy.mil

p811e@persnet.navy.mil

(301) 757-XXXX (DSN 757-XXXX)

(202) 433-XXXX (DSN 288-XXXX)

(703) 695-XXXX (DSN 225-XXXX)

| PERS Code | Title | Commercial |
|-----------|---|----------------|
| P81 | Director | (901) 874-3255 |
| P81b | Deputy Director | (901) 874-3260 |
| P81c | Conversions LPO(Active) | (901) 874-4166 |
| P811 | Branch Head (Active) | (901) 874-2245 |
| P811a | Enlisted Selection Board Support | (901) 874-4615 |
| P811a1 | Enlisted Advancement Eligibility | (901) 874-3224 |
| P811b | Assistant Branch Head, Conditional Reenl/Extn | (901) 874-2499 |
| P811b1 | Conversions Manager | (901) 874-3205 |
| P811e2 | Conversions Case Worker | (901) 874-3361 |
| P811e3 | Conditional Reenlistment/Extensions | (901) 874-3238 |
| P811e5 | Advancement Eligibility Case worker | (901) 874-3256 |
| P811e6 | Conversions Case Worker | (901) 874-4743 |
| P811e7 | Reenlistment/Extension/BCNR Case Worker | (901) 874-3147 |
| P811ft | SRB Case Worker | (901) 874-3217 |
| P811f2 | SRB/STAR/ADV SRB Case Worker | (901) 874-4993 |
| P811f4 | SDAP/OTT Case Worker | (901) 874-3216 |
| P811f5 | SRB-LSRB/EB/SDAP/STAR/OTT Manager | (901) 874-3215 |
| P812 | Branch Head (Reserves) | (901) 874-4540 |
| P812a | Assistant Branch Head | (901) 874-4500 |
| P812a1 | Reserve Advancement Determinations/Waivers/QA | (901) 874-4457 |
| P812a2 | Reserve Conversions Case Worker | (901) 874-4542 |
| P812a3 | General Assignment Recall | (901) 874-3196 |
| P812a4 | Reserve Conversions | (901) 874-4541 |
| Fax: | | (901) 874-2771 |

Surface Officer Distribution Directory

For e-mail address, replace xxxx with listed PERS-Code:

Example: to e-mail the Surface Junior Officer Shore Coordinator (p412A):

For commercial phone numbers use:

(901) 874-XXXX (DSN 882-XXXX)

(703) 614-XXXX (DSN 224-XXXX)

(703) 693-XXXX (DSN 223-XXXX)

xxxx@persnet.navy.mil

p412A@persnet.navy.mil

(301) 757-XXXX (DSN 757-XXXX)

(202) 433-XXXX (DSN 288-XXXX)

(703) 695-XXXX (DSN 225-XXXX)

| PERS Code | Title | DSN |
|---------------------------------|---|-----------------------|
| PERS-41 Toll Free Number | | 1-877-673-6772 |
| | | 882-6772 |
| p41 | Director/CAPT Assignments | 882-3927 |
| p41B | Deputy Director | 882-3927 |
| p41A | Assistant, CAPT Assignments | 882-3927 |
| p41N/424 | Assistant, Nuclear Assignments | 882-3940 |
| p41M | Community Management Analyst | 882-4939 |
| p41M1 | Assistant, Community Management Analyst | 882-4939 |
| p410 | Head, CDR/LCDR Assignments | 882-3900 |

| | | |
|-------|--|----------|
| p410A | Assistant, CDR Assignments | 882-3900 |
| p410B | Assistant, CDR Assignments | 882-3900 |
| p411 | Head, Post DH Assignments | 882-3888 |
| p411A | Post DH Assignments (A-K) | 882-3888 |
| p411B | Post DH Assignments (L-Z) | 882-3888 |
| p412 | Head, Junior Officer Assignments | 882-3894 |
| p412M | Department Head Assignments | 882-3894 |
| p412A | Junior Officer Shore Coordinator | 882-3894 |
| p412S | Junior Officer Sea Coordinator | 882-3894 |
| p412N | Surface Nuclear Assignments | 882-3984 |
| p412C | Division Officer Assignments (A-D) | 882-3894 |
| p412H | Division Officer Assignments (E-J) | 882-3894 |
| p412K | Division Officer Assignments (K-N) | 882-3894 |
| p412J | Division Officer Assignments (O-S) | 882-3894 |
| p412F | Division Officer Assignments (T-Z) | 882-3894 |
| p413 | Head, Surface Ship Placement Branch Head | 882-3897 |
| p413A | LANT CRUDES Ships and Staffs | 882-3917 |
| p413B | PAC CRUDES Ships and Staffs | 882-3901 |
| p413E | CLF/PC/USNS/Tmg/MW | 882-3921 |
| p413F | Amphibious Ships and Staffs | 882-3923 |
| p414 | Head, Surface LDO/CWO Assignments | 882-3885 |
| p414B | Deck/Ops/Ord/Sec | 882-3906 |
| p414C | Engineering/Repair | 882-3887 |
| p414D | Elex/Communications/ADP | 882-3907 |
| p414A | Admin and Bandmasters | 882-2329 |
| p415 | Head, Special Warfare Assignments/Placement | 882-3924 |
| p416 | Head, Special Operations Assignments/Placement | 882-3911 |

Submarine Officer Distribution Directory

For e-mail address, replace xxxx with listed PERS-Code:

Example: to e-mail the Submarine Junior Officer Detailer (p421C):

For commercial phone numbers use:

(901) 874-XXXX (DSN 882-XXXX)

(703) 614-XXXX (DSN 224-XXXX)

(703) 693-XXXX (DSN 223-XXXX)

xxxx@persnet.navy.mil

p421c@persnet.navy.mil

(301) 757-XXXX (DSN 757-XXXX)

(202) 433-XXXX (DSN 288-XXXX)

(703) 695-XXXX (DSN 225-XXXX)

| PERS Code | Title | DSN |
|-----------|---|----------|
| p42 | Director/CAPT Assignment | 882-3930 |
| p42B | Deputy Director/CO Detailer | 882-3929 |
| p421 | Head, Submarine/Nuclear Power Assignment | 882-3944 |
| p421A | Post Department Head Shore Detailer | 882-3931 |
| p421B | Department Head Detailer | 882-3932 |
| p421C | Junior Officer Shore Detailer | 882-3943 |
| p421D | Junior Officer Sea Detailer/NOIP Coordinator | 882-3933 |
| p421E | Accessions/Resignations | 882-3934 |
| p422 | Head, Nuclear Submarine LDO/CWO Assignment | 882-3935 |
| p422A | LDO/CWO Detailer | 882-3945 |
| p423 | Staff Placement | 882-3937 |
| p424/41N | Head, Surface Nuclear Power Distribution | 882-3940 |
| p424B | Assistant, Surface Nuclear Power Distribution | 225-4192 |

Aviation Officer Distribution Directory

For e-mail address, replace xxxx with listed PERS-Code:

Example: to e-mail the Aviation Shore Coordinator (p432C):

For commercial phone numbers use:

(901) 874-XXXX (DSN 882-XXXX)

(703) 614-XXXX (DSN 224-XXXX)

(703) 693-XXXX (DSN 223-XXXX)

xxxx@persnet.navy.mil

p432C@persnet.navy.mil

(301) 757-XXXX (DSN 757-XXXX)

(202) 433-XXXX (DSN 288-XXXX)

(703) 695-XXXX (DSN 225-XXXX)

| PERS-Code | Title | DSN |
|-----------|--|----------|
| | Aviation CAPT Assignment Branch | 882-3974 |
| | Aviation CDR Assignment Branch | 882-3975 |
| | Aviation LCDR/Junior Officer Assignment Branch | 882-3947 |
| | Air Combat Placement Branch | 882-3987 |
| p43 | Director/CAPT Assignment (Incoming) | 882-3974 |
| p43A | Assistant CAPT Assignment | 882-3976 |
| p43AX | Assistant CAPT Assignment | 882-3955 |
| p43B | Deputy Director | 882-2288 |
| p43B1A | Administrative YN | 882-3978 |
| p43B2 | Administrative YN | 882-3956 |
| p43C | Director's Assistant | 882-3958 |
| p43M | PCS/TEMDUINS Finance Manager | 882-3484 |
| p43I | Head, CDR Detailer | 882-3957 |
| p431A | CDR Detailer | 882-3963 |
| p431B | CDR Detailer | 882-3972 |
| p431C | CDR Shop Order Writer | 882-3975 |
| p432 | Head, LCDR/JO Assignments | 882-3973 |
| p432C | Shore Coordinator | 882-3959 |
| p432D | Initial Helo/Shore/RAD/Schools/Subspecs/MinAffrs | 882-3969 |
| p432E | VAW/VRC/Warfare Transition | 882-3965 |
| p432F | VFA | 882-3966 |
| p432G | VF | 882-3986 |
| p432H | Helicopter Sea Assignment | 882-3950 |
| p432I | VP Shore Assignment | 882-3951 |
| p432K | VAM/VAQ | 882-3967 |
| p432L | Head, Aviation LDO/CQO Assignment | 882-3968 |
| p432M | Assistant, Aviation LDO/CWO Assignment | 882-3948 |
| p432O | NAO/NAEB/Med Waivers/DIF Orders | 882-3947 |
| p432P | VP Sea Assignment | 882-3952 |
| p432Q | Helicopter Shore Assignment | 882-3970 |
| p432R | Sea Coordinator | 882-3959 |
| p432S | VS/Force Support | 882-3953 |
| p432T | General Aviation & ACCP/ACIP Program Manager | 882-3954 |
| p432U | VQ Assignment | 882-3985 |
| p432V | Assistant, LDO/CWO Assignment | 882-3964 |
| p433 | Head, Air Combat Placement/CARGRU Staff Plcmt | 882-4944 |
| p433A | VFA/VX-9/LSO School | 882-3959 |
| p433B | VF/CVW West | 882-3979 |
| p433C | VAW/VRC/VQ/VC-8/CVW East | 882-3960 |
| p433D | VP/VX-1/PEP/TSC | 882-3989 |
| p433E | Flight Students/Asst VP/VQ Plcmt/Lat. Transfers | 882-3984 |
| p433F | VAQ/NSAWC | 882-3961 |
| p433G | CV/CVN | 882-3981 |
| p433H | VS/TRACOM/Schools Command/SWATSPC | 882-3980 |
| p433I | HS/HSL (Incoming) | 882-3982 |
| p433J | HC/HM/TYCOM/FASO/TACRON | 882-3962 |
| p433Q | Assistant, CV/CVN/CARGRU Staff Placement | 882-3988 |
| p433R | Assistant, Prospective Flight Students | 882-3983 |
| p433U | VQ/VT Maritime Placement | 882-3949 |

Restricted Line/Staff Corps Officer Distribution and Special Placement Directory

For e-mail address, replace xxxx with listed PERS-Code:

Example: to e-mail the PERS-44 Director (p44):

For commercial phone numbers use:

(901) 874-XXXX (DSN 882-XXXX)

(703) 614-XXXX (DSN 224-XXXX)

(703) 693-XXXX (DSN 223-XXXX)

xxxx@persnet.navy.mil

p44@persnet.navy.mil

(301) 757-XXXX (DSN 757-XXXX)

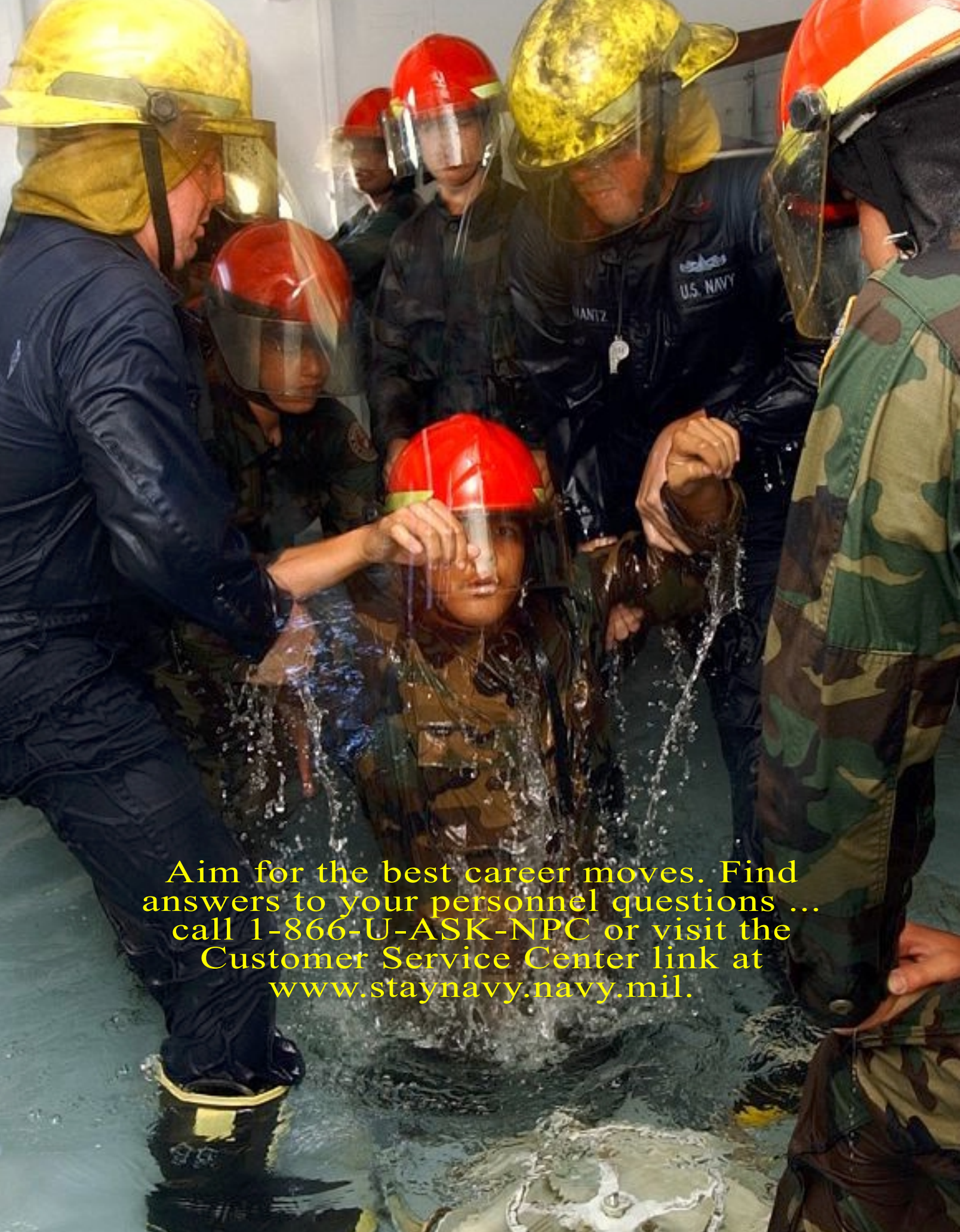
(202) 433-XXXX (DSN 288-XXXX)

(703) 695-XXXX (DSN 225-XXXX)

| PERS Code | Title | DSN |
|-----------|---|----------|
| p44 | RI/Staff Corps Off Distr/Spec Div Fax No. | 882-2676 |
| p44 | Director, RI/ Stf Off Dist & Spec Plcmt Div | 882-4070 |
| p44A | Flag Aide Placement | 882-4071 |
| p44B | Deputy Dir, RI/Stf Off Dist & Spec Plcmt Div | 882-4072 |
| p44C | Special Assistant | 882-4047 |
| p44M | Head, Reserve Mobilization Placement | 882-4774 |
| p44M1 | Reserve Mobilization Placement | 882-4772 |
| p44M2 | Reserve Mobilization Placement | 882-4796 |
| p44M5 | Reserve Mobilization Placement | 882-2446 |
| p44M3 | Reserve Mobilization Placement | 882-4781 |
| p44M9 | Head, Noble Eagle Sailor Advocacy Team | 882-4580 |
| p44M4 | Noble Eagle Sailor Advocacy Team | 882-2897 |
| p44M10 | Noble Eagle Sailor Advocacy Team | 882-4574 |
| p44M11 | Noble Eagle Sailor Advocacy Team | 882-2878 |
| p4IA | Head, Joint TAD Contingency Assignments | 882-2300 |
| p4IA1 | Joint TAD Contingency Assignments | 882-4216 |
| p4IA2 | Joint TAD Contingency Assignments | 882-3889 |
| p4IA3 | Joint TAD Contingency Assignments | 882-4188 |
| p44S1 | Flag Aide Assistant | 882-4055 |
| p44S | Administrative Assistant | 882-4490 |
| p440 | Prof/Dev Educ/Subspeciality Branch Fax No. | 882-2676 |
| p440 | Head, Shore & Education Placement Br | 882-4040 |
| P440B | Grad Education Placement | 882-4056 |
| p440C | Service College & Fellowship Placement | 882-4100 |
| p440E | Subspecialty Assistant | 882-4054 |
| p440F | Shore Station, USNA Placement | 882-3939 |
| p441 | Washington Placement Branch Fax No. | 882-2676 |
| p441 | Head, Washington Placement Branch | 882-4104 |
| p441A | Assistant Washington Placement (JCS/BUPERS) | 882-4074 |
| p441B | Assistant Washington Placement(OSD) | 882-4105 |
| p441S | MILPERS Staff Technician | 882-4075 |
| p442 | Maj Staff/Maag Mission/Milgrp Branch Fax No. | 882-2676 |
| p442 | Head, Major Staff Placement Branch | 882-4123 |
| p442B | Assistant Head, NATO/CNE/# FLEETS/PACIFIC RIM | 882-4066 |
| p442C | Assistant Head, PEP/MAAG/MILGRP/FAO | 882-4065 |
| p442E | MILPERS Staffing Technician | 882-4069 |
| p444 | Education & Training DISA/TelCom Placement | 882-4040 |
| p444C | Shore/RTC Placement | 882-4058 |
| p444D | Military Staff Technician | 882-4060 |
| p444E | Surface Material Placement | 882-4101 |
| p444F | Aviation Acquisition Placement | 882-4061 |
| p445 | Head, Engineering Duty Officer Placement Branch | 882-4090 |
| p445B | Assistant EDO Detailer | 882-3994 |
| p445D | New Accessions EDO Detailer | 882-3085 |
| p445F | MILPERS Staff Technician | 882-3294 |
| p446 | AERO ENG & AVIA MAINT DUTY PLCMNT BR FAX NO. | 882-2676 |
| p446 | Head, AEDO/AMDO Placement (PAX RIVER) | 757-8483 |
| p446B | Assistant Head for AED | 882-4106 |
| p446B1 | MILPERS Technician | 882-4108 |
| p446C | Assistant Head for AMD | 882-4107 |

| | | |
|---------------|--|----------|
| p447 | Prof Acquisition Workforce Mgmt Br Fax No. | 882-2676 |
| p447 | Head, Prof Acquisition Work Mgmt Branch | 882-3837 |
| p448 | Public Affairs Assignment/Placement Branch Fax No. | 882-2676 |
| p448 | Head, Public Affairs Assign/Place | 882-4091 |
| p448B | Assist Head, Public Affairs | 882-4025 |
| p448A | MILPERS Mgmt Specialist | 882-4023 |
| p449 | Head, Oceanography Assign/Placement Branch | 882-4109 |
| p449B | Assistant Head Oceanography | 882-4110 |
| p4410 | Cryptology Assignment/Placement Br Fax No. | 882-2739 |
| p4410 | Head, SR Officer Assignment/Placement Branch | 882-4079 |
| p4410A | MILPERS Staff TECH/SSO | 882-4080 |
| p4410A1 | Administrative Assistant | 882-4079 |
| p4410B | Junior Officer Assign/Placement | 882-4079 |
| p4410C | New Accession/LDO/CWO Assignment | 882-4079 |
| p4411 | Intel Assignment/Placement Br Fax No. | 882-2744 |
| p4411 | Head, Intel Assign/Placement Br | 882-3993 |
| p4411A | Assistant Head, Lt & Below Det | 882-3993 |
| p4411B | Intel Placement/Accessions | 882-3993 |
| p4411C | Attache' Placement/Tar Intel Detailer | 882-3993 |
| p4411S | Milpers Staff Technician | 882-3993 |
| p4411Y | Administrative Assistant | 882-3993 |
| p4412 | Supply Assignment/Placement Br Fax No. | 882-2684 |
| p4412 | Director, Detailing Division | 882-4607 |
| p4412A | LDO/CWO Detailer | 882-4613 |
| p4412B | Head, Shore Detailer Branch | 882-4601 |
| p4412C | Head/Sea/Overseas Detailer Branch | 882-4614 |
| p4412E | Director, Reserve Division | 882-4619 |
| p4412ES | Management Anaylst | 882-4622 |
| p4412F | LT/LTJG Sea-overseas Detailer | 882-4627 |
| p4412G | ENS/LTJG Sea-overseas Detailer | 882-4616 |
| p4412I | LT/LTJG Shore Detailer | 882-4612 |
| p4412J | Special Assistant To The Director | 882-4608 |
| p4412M | Admin Officer/NPC | 882-4618 |
| p4412O | Director, Supply Corps Personnel | 882-4600 |
| p4412Q | Head, Career Development & Training | 882-4624 |
| p4412QA | Planning Analyst | 882-4629 |
| p4412QB | Rating Assignments Officer | 882-4604 |
| p4412R | Special Assistant | 882-4609 |
| p4412RL | Management Analyst | 882-4602 |
| p4412S1 | Secretary | 882-4611 |
| p4412V | Head, SELRES Community Manager Branch | 882-4621 |
| p4412W | Head, TAR Community Manager Branch | 882-4620 |
| p4412X | Head, NAVSUP/DLA Placement Branch | 882-4616 |
| p4412XA | NPC Liaison/Admin Off/Webmaster | 882-2936 |
| p4412XC | Management Analyst | 882-4610 |
| p4412Y | Administrative/Placement Assistant | 882-4625 |
| p4412YA | Assistant Admin Officer | |
| N131S | Director, Officer Plans Division | 882-4623 |
| p211S1 | VAHD, Manpower Pln/Rqmts Branch | 882-4273 |
| p4412T/p211S3 | Manpower Reqmnts/Projects Officer | 882-2914 |
| p4413 | CEC Assignment/Placement Branch Fax No. | 882-2681 |
| p4413 | Head, CEC Assignment/Placement Branch | 882-3997 |
| p4413A | ASST/CEC Assignment (LCDR) | 882-4030 |
| p4413B | BILLETS/NAVFAC Placement | 882-3998 |
| p4413C | CEC Assignment (LTJG/ENS) | 882-4033 |
| p4413D | CEC Plans and Inputs | 882-4034 |
| p4413E | CEC Assignment (LT/CWO) | 882-4035 |
| p4413F | Assistant Accessions Officer | 882-4036 |
| p4413R | CEC Reserve Program | 882-4036 |
| p4413S | CEC Management Analyst | 882-4031 |
| p4413S1 | Milpers Staffing Technician | 882-4032 |
| p4414 | Chaplain Assignment/Placement Br Fax No. | 882-2755 |
| p4414 | Head, Chaplain Assign/Placement Br | 882-4092 |

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| p4414A | Assist Head, Chaplain Assignment/Placement | 882-3995 |
| p4414S | Chaplain Order Writer | 882-3996 |
| p4415 | Medical Assignment/Placement Branch Fax No. | 882-2680/82 |
| p4415 | Head, Medical Assign/Placement Branch | 882-4096 |
| p4415A | Assist Branch Head | 882-4053 |
| p4415B3 | Administrative Support StafF | 882-4097 |
| p4415A2 | LCPO/Administrative Support | 882-4893 |
| p4415B | Head, Medical Placement, West Coast | 882-4464 |
| p4415C | HO/HSL/CRUITCOM Placement | 882-4112 |
| p4415D | Overseas Ops And Usmc | 882-4464 |
| p4415E | Medical Staff Corps Training | 882-4114 |
| p4415F | Medical Placement, East Coast | 882-4114 |
| p4415G | Head, Dental Corps Assignment | 882-4044 |
| p4415H | Dental Corps Assignment | 882-4043 |
| p4415H2 | DC Order Writer/Administration | 882-4118 |
| p4415I | HEAD, MSC/HCA Assignment | 882-4120 |
| p4415IA | MSC/HCA JO Assignment | 882-4050 |
| p4415J | HEAD, MSC/HCS Assignment | 882-3756 |
| p4415J1 | MSC/HCA OP SCI Assignment | 882-4115 |
| p4415g2 | HCA/MSC Orderwriter/Administration | 882-4052 |
| p4415J2 | MSC Assignment Officer | 882-4051 |
| p4415K | Head, Nurse Corps Assignment | 882-4038 |
| p4415KB1 | NC Orderwriter/Administration | 882-4116 |
| p4415m2a | NC Orderwriter/Administration | 882-4562 |
| p4415L | NC West Coast Assign | 882-4042 |
| p4415M | Head, MC Surg Spec Assignment | 882-4094 |
| p4415MA | MC Administrative Assistant | 882-4121 |
| p4415M2 | MILPERS Staff Technician | 882-4052 |
| p4415N | Non-surgical Spec Mc Assignment | 882-4046 |
| p4415P | GME Assignment | 882-4048 |
| p4415R | Ops Medicine | 882-4045 |
| p4415S | NC East Coast Assignment | 882-4041 |
| p4415T | Medical Placement, West Coast | 882-4464 |
| p4415U | GMO Assignment | 882-4037 |
| p4415UA | MC Orderwriter/Administration | 882-4841 |
| p4415VA1 | MC Orderwriter/Administration | 882-4119 |
| p4415V | LCDR & NC Assign | 882-4039 |
| p4416 | Head, JAG Corps Assign/Placement Branch | 882-4081 |
| p4416A | JAG Administrative Assistant | 882-4938 |
| p4416B | JAG LCDR Assignment/Placement | 882-4082 |
| p4416C | JAG LT/LTJG/LDO Assignment | 882-4083 |
| p4416E | JAG Accessions/Recruiting | 882-4084 |
| p4416G | JAG Administrative Assistant | 882-4086 |
| p4416I | JAG Accessions/Recruiting Assistant | 882-4087 |
| p4417 | TAR Officer Distribution Branch Fax. | 882-2755 |
| p4417 | Head, TAR Officer Distribution Branch | 882-4102 |
| p4417B | Surface TAR Distribution | 882-4103 |
| p4417C | Aviation TAR Placement | 882-4146 |
| p4417D | Surface TAR Placement | 882-4158 |
| p4417F | ADMIN Supervisor | 882-4063 |
| p4417G | AMD Assistant Head | 882-4076 |
| p4417H | Administrative Assistant | 882-4064 |
| p4417I | FSO TAR DIST/OCM/TAR Officer Recruiter | 882-4117 |
| p4417J | Administrative Assistant | 882-4062 |
| p4419 | Head, Fleet Support Branch | 882-4054 |
| p4420 | Head, Information Professional Branch | 882-3512 |
| p4420CM | Information Professional Community Manager | 882-3512 |
| p4420A | Junior Officer, Info Professional Assignment | 882-3512 |
| p4420S | Information Professional Admin Assistant | 882-3512 |
| p4420P | NNSOC/NCTAMS/NCTS Placement | 882-3512 |
| p4421 | Head, Human Resources Assignment BR | 882-4054 |
| p4421A | Junior Human Resources Detailer | 882-4054 |
| p4421B | Human Resources Assistant | 882-4054 |



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